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AGREEMENT BETWEEN

THE SUPERINTENDENT OF
SCHOOLS OF

THE CITY SCHOOL DISTRICT
OF THE CITY OF
SALAMANCA, NEW YORK

AND

THE SALAMANCA TEACHERS
ASSOCIATION

EFFECTIVE JULY 1, 1999
THROUGH JUNE 30, 2002

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

TABLE OF CONTENTS

ARTICLE 1. GENERAL	9
1.0.1 Parties Identified	9
1.0.2 Purpose of Agreement	9
ARTICLE 2. RECOGNITION AND DEDUCTIONS	9
2.1 Recognition	9
2.1.1 Unit Description, Recognition	9
2.1.2 Negotiation With Others	9
2.1.3 Regular Substitutes and Temporary Teachers	9
2.2 Deductions	10
2.2.1 Dues	10
2.2.2 Credit Union, Tax-Sheltered Annuities	10
ARTICLE 3. TEACHING HOURS AND LOAD	10
3.1 Work Year	10
3.1.1 Limit and Days	10
3.1.2 School Calendar	10
3.1.3 Parent Conference	10
3.1.4 End of Year	11
3.1.5 Check Out	11
3.1.6 Holidays	11
3.2 Work Day	11
3.2.1 Defined	11
3.2.2 Leaving School	11
3.2.3 Lunch and Preparation	11
3.3 Meetings	12
3.3.1 Building	12
3.3.2 District	12
3.3.3 Notice	12
3.3.4 Evening	12
3.4 Teaching Load	12
3.4.1 Class size and Teaching Preparations	12
3.4.2 Secondary Load	12
3.4.3 Remedial Exceptions	13
3.4.4 Secondary Periods	13
3.4.5 Secondary Class Lists	13
3.4.6 Assignments for Next Year	13
3.4.7 Mainstreamed Students	13

ARTICLE 4	DUTIES AND TASKS OF TEACHERS	14
4.1	Duties	14
4.1.1	For Each Student	14
4.1.2	Other Additional Duties	14
4.1.3	Regents Competency Tests	14
4.2	Tasks	14
4.2.1	Responsibility	14-15
ARTICLE 5	VACANCIES AND TRANSFERS	15
5.1	Vacancies-Notice	15
5.1.1	Posting	15
5.1.2	Summer	15
5.1.3	Filling Vacancies	15
5.2	Transfers	16
5.2.1	Consultation	16
5.2.2	Deadline	16
ARTICLE 6	LEAVES OF ABSENCE	16
6.1	Sick Leave	16
6.1.1	Full-Time Teachers	16
6.1.2	Personal Business	16
6.1.3	Emergency /Legal Days	17
6.1.4	Part Time Teachers	17
6.1.5	Reg. Substitutes & Temporary Teachers	17
6.2	Temporary Leaves	17
6.2.1	Educational Visitation	17
6.2.2	Jury Duty	17
6.2.3	State & National Committees	17
6.2.4	Negotiating Team Time Granted	18
6.2.5	Negotiating Team Days Granted	18
6.3	Sick Leave Bank	18
6.3.1	Authorization and Period	18-19
6.4	Child Rearing Leave	19
6.4.1	Purpose	19

6.5	Sabbatical Leave	19
6.5.1	Purpose	19
6.5.2	Duration	19
6.5.3	Benefits	20
6.5.4	Salary Deferred	20
6.5.5	Number	20
6.5.6	Committee	20
6.5.7	Selection Standard	20
6.5.8	Service & Certification Required	20
6.5.9	Procedure	21
6.5.10	Transcripts and Reports	21
6.6	Miscellaneous	21
6.6.1	General Leaves	21
6.6.2	Workmen's Compensation	21
6.6.3	Reports for Clarification	22
6.6.4	Public Service Leaves	22
6.6.5	Return from Leave	22
ARTICLE 7	WORKING CONDITIONS	22
7.1	Physical Facilities	22
7.1.1	Feasibility	22
7.2	Other Conditions	23
7.2.1	Policies and Regulations	23
7.2.2	Interruption of Class	23
7.2.3	Special Student Conditions	23
7.2.4	Results of Physiology Testing	23
7.2.5	Directories	23
7.2.6	Photographs	23
7.2.7	Reduction of Staff	23
7.3	Special Teacher Conditions	23
7.3.1	Transit Time	23
7.3.2	Non-Teaching Duties; Lunch	23
7.3.3	Non-Teaching Duties; Class Time	24
7.3.4	Time Between Classes	24
ARTICLE 8	PROTECTION FOR TEACHERS	24
8.1	Personnel File	24
8.1.1	Derogatory Material	24
8.1.2	Access to File	24

8.2	Academic Freedom	24
8.2.1	Exercise Professional Judgment	24
8.3	Assault	24
8.3.1	Report	24
8.3.2	Requests for Information	24
8.3.3	Legal Counsel	25
8.3.4	Reimbursement	25
ARTICLE 9	TEXTBOOKS AND CURRICULUM	25
9.1	Textbooks	25
9.1.1	Provision	25
9.1.2	Selection	25
9.2	Curriculum	25
9.2.1	Development	25
9.2.2	Everyday Activity	25
9.2.3	Committees	25
9.2.4	Responsibilities	26
ARTICLE 10	SALARIES	26
10.1	Annual Salary Schedules	26
10.1.1	Duration	26
10.1.2	Part-Time Teachers	26
10.1.3	Teachers Raises & Appendix A	26
10.1.4	Graduate Hours	26
10.1.5	Masters Degree	26
10.1.6	Long Service	26
10.1.7	Teacher Assistant Raises & Entry Salary	27
10.1.8	Teacher Assistant College Credits	27
10.2	Other Pay	27
10.2.1	Appendix B: Coaching & Extra-Curricular Positions	27
	Posting Process	27
	Agreements to drop/add positions	28
	Coaching & extracurricular positions subject to review	28
	Payment for extended season	28
10.2.2	Sick Days at Retirement	28
	Early Retirement MOA, Date of Submission	29
10.2.3	Mileage	29
10.2.4	Teacher Training	29
10.2.5	Appendix C Extra Duties Salary Schedule & Hourly Rate	30
	Description of Appendix C & Positions Covered	30
	A. In-service	30
	B. Duties relating to hourly rate	30
	C. Department/Grade Level Chairpersons	30

	D. Co-Curricular & Coaching Salaries	30
	E. H.S. Summer School Courses	30
	F. OM	30
	G. AIS Compensation	31
	H. Chaperones	31
	I. Music Department Chaperones	31
	J. Ticket Takers	31
	K. In-Service	31
	L. Change Title To Assistant to the Athletic Director	31
10.3	Health Insurance	
10.3.1	Health Insurance Statement	31
10.3.2	Base Plan – Major Medical	31-32
	Base Plan – Hospitalization Coverage	32
	A. Deductible Options	32
10.3.3	Prescription Coverage	32
10.3.4	HMO Options in place of Base Plan	32
	Premium Savings	32
10.3.5	Initial Enrollment	32
10.3.6	Open Enrollment	32
10.3.7	If terminated, equal coverage	33
10.3.8	Plan benefits equivalent to current Plan	33
10.3.9	Incorporated reference	33
10.3.10	Complaints / Claim Review Procedure	33
10.3.11	Information confidential	33
10.3.12	COBRA	34
10.3.13	Claim Processing	34
10.3.14	New employee coverage	34
10.3.15	No lapse / no double coverage	34
10.3.16	Buyout	34
10.3.17	Employees who retire	35
10.3.18	Insurance – New Hires	35
10.3.19	Flexible Spending Plan	35
10.3.20	Supplemental Insurance	36
10.4	Paydates	36
10.4.1	Vacation Periods	36
10.4.2	Direct Deposit/Depositories	36
10.4.3	21 or 26 Pay Option	36
10.4.4	Coaching Salaries	36
ARTICLE 11	GRIEVANCE PROCEDURE	36
11.1	Definitions	36
11.1.1	Employee	37
11.1.2	Grievant	37
11.1.3	Grievance	37
11.1.4	Supervisor	37
11.1.5	Days	37
11.2	Procedure	37
11.2.1	Informal Stage	37
11.2.2	Second Stage	37

11.3	Arbitration	37-38
11.3.1	Submission and Rules	38
11.3.2	Arbitrator Selection	38
11.3.3	Arbitrator Decision	38
11.3.4	Acceptance as Final	39
11.3.5	Costs	39
11.3.6	Multiple Submissions	39
11.4	General Matters	39
11.4.1	Representation	39
11.4.2	Record	39
11.4.3	Time Limits	39
11.4.4	Written Decisions	39
ARTICLE 12	MISCELLANEOUS ITEMS	39
12.1	Personnel	39
12.1.1	Abiding by Policy	39
12.1.2	Federal Aid Limitation	40
12.1.3	Performance Contracting	40
12.2	Observations and Evaluations	40
12.2.1	Who Shall Evaluate	40
12.2.2	Non-Interruption, Privacy	40
12.2.3	Open with Full Knowledge	40
12.2.4	Monitoring Devices	40
12.2.5	Conference and Report	40
12.3	Summer Employment	40
12.3.1	Discretion of Board	40
12.3.2	Regular Teachers Right of Refusal	41
12.3.3	Free Choice	41
12.3.4	Guidance Counselor Pay for Summer Work	41
12.4	Conferences	41
12.4.1	Conference Attendance	41
ARTICLE 13	ITEMS RELATING TO THIS AGREEMENT	41
13.0.1	Agreement Superseding	41
13.0.2	Savings Clause	41
13.0.3	No Strike Pledge	41
13.0.4	Duration	41
13.0.5	Meetings with Superintendent	42

ARTICLE 14 SCHOOL DISTRICT RE-ORGANIZATION	42
14.1 Request Form	42
14.2 Administration Placement Decision	42
14.3 Seniority	42
14.4 Unit Members Being Assigned	42
14.5 Reduction Of Unit Members	42
14.6 Procedures Under Re-Organization	42
14.7 Merge/Consolidate	42
 ARTICLE 15 SITE-BASED DECISION MAKING	43
15.1 New Compact For Learning Steering Committee	43
15.2 District-Wide Or Building Committees	43
 ARTICLE 16 DISTANCE LEARNING	44-45
 TAYLOR LAW NOTICE	46
 ADOPTION	46
 APPENDIXES:	
APPENDIX A Salary Schedules	47-48
APPENDIX B. Athletic/Co-Curricular Salary Schedules	49-51
APPENDIX C Extra Duties	52-53
APPENDIX D Grievance Form	54

**AGREEMENT BETWEEN
THE SUPERINTENDENT OF SCHOOLS OF
THE CITY SCHOOL DISTRICT OF THE CITY OF SALAMANCA,
NEW YORK
AND
THE SALAMANCA TEACHERS ASSOCIATION
EFFECTIVE JULY 1, 1999 THROUGH JUNE 30, 2002**

ARTICLE 1. GENERAL

- 1.0.1 This agreement made by and between the City School District of the City of Salamanca, New York, hereinafter referred to as the "District", and the Salamanca Teachers Association, the duly recognized, exclusive bargaining agent of the Instructional Negotiating Unit of the City School District of the City of Salamanca, New York, hereinafter referred to as the "Association".
- 1.0.2 WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement, it is hereby agreed as follows:

ARTICLE 2. RECOGNITION AND DEDUCTIONS

Section 2.1 Recognition

- 2.1.1 The Board, having determined that the Association is supported by a majority of the teachers in a unit composed of all teachers and teacher assistants (except per diem substitutes), excluding principals, hereby recognizes the Association as the exclusive negotiating agent for all the teachers in such unit. Such recognition shall extend for the maximum period permitted by law.
- 2.1.2 The District agrees not to negotiate with any other teacher, group of teachers, or teacher organization other than the Salamanca Teachers Association during the entire life of this Agreement.
- 2.1.3 The provisions of this Agreement *do not apply to regular substitute teachers or temporary teachers* who have worked for the district for less than a period of 90 consecutive working days. As used in this paragraph 2.1.3, a "working day" is any day on which teachers are required to be in attendance. As used in this Agreement, "teachers" includes regular substitute teachers and temporary teachers who have worked for the District for a period of 90 consecutive working days or more unless the provision or a related provision uses "teacher" and "regular substitute or temporary teacher" separately.

Section 2.2 Deductions

- 2.2.1 Not later than June 15th, a teacher may submit a *voluntary dues deduction* authorization to the Business Office to cause dues deductions to begin in September of the succeeding school year. Once a teacher has submitted such an authorization, deductions will continue unless and until the teacher submits a written, dated and signed statement to the Superintendent's office directing that the deduction be stopped. Such a statement shall take effect in the payroll period next following the one in which it was submitted. The Association shall submit to the Superintendent's office not later than June 30th of each year a written, dated statement, signed by an Association officer, of the annual amount of dues to be deducted for each teacher.
- 2.2.2 *Tax-Sheltered Annuities.* The District will provide for a single payroll deduction per payroll period for a credit union and a single payroll deduction per payroll period for tax-sheltered annuities. The number of companies for whom tax sheltered annuities may be deducted shall not exceed ten (10) with tax-sheltered annuity monies transmitted to the indicated companies after each pay period. Such deduction will be made for the entire succeeding school year for teachers who so authorize on District provided forms in June. Such deduction authorizations may be changed for the second semester of the school year by submitting a written, dated, and signed statement to the Superintendent's office not later than December 15th.

ARTICLE 3. TEACHING HOURS AND LOAD

Section 3.1 Work Year

- 3.1.1 The *work year* for unit members shall begin no sooner September 1st of each year and will end no later than June 30th. The school year shall consist of 184 workdays. Up to three (3) of those days can be In-service Training days that will be jointly planned with the STA. Additional days may be scheduled each year for emergency purposes but will be used to extend vacation periods if not used for emergency purposes. Days will not be added to the calendar due to emergency closing unless they are necessary for state aid purposes.
- 3.1.2 The Association shall have the right to consult with the Superintendent on the *school calendar* for the year ahead.
- 3.1.3 One day per year will be set aside for *Parent-Teacher Conferences* in Grades K-12. The faculty and administration of each building will determine which day will be used. No children will attend school on that day. The scheduling of Parent-Teacher Conference, when done through a Building Principal will be established with the teachers' consent.

- 3.1.4 Teachers may be excused by their building principal earlier than the end of the school year only if all duties of the year as defined in the superintendent's final school year bulletin are completed; except that all teachers shall remain on call through June 30. Teachers may be excused by their building principal earlier than the end of the school year if all their duties are completed. Special consideration will be given to teachers taking required graduate work for permanent certification. Every effort will be made to release them early without loss of pay.
- 3.1.5 Teachers will be free to check out on the Friday of the Regents Week in June if they have completed all of their assigned duties.
- 3.1.6 Teachers shall continue to have Christmas and Easter recess and other legal holidays as have been past Board policy.

Section 3.2 Work Day

- 3.2.1 The Board and the Salamanca Teachers Association agree that the *length of the teachers' day shall be determined by the fulfillment of the professional responsibility and obligations of the teachers.* A teacher's responsibilities to his/her students and profession usually require the expenditure of time before and beyond the school day, but a schedule should be established stating when a teacher is expected to be in school.

Teachers are expected to arrive at the school building in advance of first period so that they are available for student advisement or assistance prior to the beginning of school. Teachers should remain after school until their professional responsibilities are completed, including but not limited to extra help, consulting with students and parents, attending committee, departmental and staff meetings.

Seven (7) hours are scheduled by the District.. On days when contractual meetings are not scheduled, the teacher determines the use of the additional fifteen (15) minutes.

- 3.2.2 *Teachers shall not leave the school building during the hours of school attendance without knowledge of the principal of that building or his delegate; except that teachers serving in more than one building or teachers carrying out their scheduled activities are exempt from this provision.*
- 3.2.3 Full-time teachers and part-time teachers who work a full day will have, in addition to a lunch period, at least *one preparation period* a day of at least 40 minutes during which no other duties are assigned, provided that only approximately 30 minutes of this need be consecutive at any one time.

Section 3.3 Meetings

- 3.3.1 *Building faculty meetings* shall conclude no later than one hour after the close of the work day for particular building; faculty meetings involving more than one building will conclude no later than one hour after the latest close of the work day in the buildings affected adding, if necessary, an additional 15 minutes for travel between buildings. This provision in no way affects meetings, at which attendance is voluntary on the part of the teacher, meetings of the teacher council, meetings of teachers who receive extra pay for duties culminating in such meetings, or meetings that involve released time from regular duties.
- 3.3.2 *General district-wide faculty meetings* shall be limited to not more than one per month; building faculty meetings shall be limited to not more than two per month, emergencies excepted; all faculty members shall attend building faculty meetings unless excused by their building principal; provided that such meetings will be cancelled if other means of communication will suffice, in the discretion of the appropriate administrator.
- 3.3.3 Teachers shall be notified of building faculty meetings *at least two days in advance of such meetings* and of general district-wide faculty meetings one week in advance, except, in both cases in emergencies, which are defined for use in this item as those conditions agreed to be emergencies by the joint determination of the superintendent and the Association President.
- 3.3.4 *Attendance at evening meetings* shall be on a voluntary basis, except for open house, which is required. Teachers not in attendance that evening will be charged with the loss of one-half (1/2) personal day, unless excused by the Superintendent or his/her representative.

Section 3.4 Teaching Load

- 3.4.1 *Class size and teaching preparations* shall be flexibly administered so as to be of the most effective nature for both teacher and pupil with respect to the subject of the curriculum taught, the size of the room assigned, the general organization of the course, and the methods of teaching used, provided that the teacher shall be consulted prior to effecting any radical change from the traditional. At no time shall there be assigned to any classroom, study hall or study room a greater number of students than can be seated comfortably and provided with necessary space in which to perform in an effective manner with respect to the subject of the curriculum taught.
- 3.4.2 Secondary school teachers shall not be required to teach in more than two subject areas, (example: English, Social Studies, Language, Mathematics, Industrial Arts, etc.) and teachers of English, Mathematics, Social Studies, or Science shall have *no more than three preparations*. Except that individual teachers may waive this

item upon mutual consent of the teacher, the building principal, and the respective department head.

- 3.4.3 *The "three preparation" rule in paragraph 3.4.2 does not apply to remedial reading teachers.* Remedial classes taught by teachers covered by the "three preparation" rule of paragraph 3.4.2 shall not be counted against those three preparations if: (i) the remedial class is in the same subject area as the regularly taught by the teacher, (ii) the teacher does not have more than two periods of remedial classes per day, (iii) the remedial classes for a given teacher shall not amount to more than one preparation, and (iv) the following limit on size of remedial classes is met:

The class size of all remedial classes in a single subject area at the secondary level shall be based on multiples of 10, but no individual class shall exceed 15 students. Therefore, if there are 10 to 15 students, one teacher would be required, 16 to 29 students, two teachers would be required, and so forth.

Except that individual teachers may waive items (i), (ii) or (iii) above.

- 3.4.4 *Five Period Schedule.* Whenever a school schedule operates on a five-period per day schedule, the following provisions shall apply:

The teachers typically will have three instructional assignments and one non-instructional duty. Teachers may volunteer for four instructional assignments.

No teacher may be assigned to more than seven (7) periods of instruction within a two-day cycle without that teacher's consent.

For purposes of this article, *scheduled laboratories are considered to be non-instructional assignments.* This would include laboratories related to Science, Mathematics, Language, Writing, and Remediation.

- 3.4.5 To the extent administratively practicable, *tentative class lists shall be available* ten (10) days before the first day of classes when school officially opens and five (5) days before the first day of classes of the second semester, and *tentative class lists for study halls shall be available the first day of classes.* It is specifically agreed that these lists are subject to change.
- 3.4.6 Teachers shall receive no later than the last day of the school year their *tentative teaching schedules for the next school year.*
- 3.4.7 In assigning students in classes, the District shall count a mainstreamed student who spends one-half of the day or more in a teacher's class as being a student in that class.

ARTICLE 4. DUTIES AND TASKS OF TEACHERS

Section 4.1 Duties

4.1.1 Under the general supervision of the superintendent, and as is required for each individual student, teachers shall:

- Schedule time for individual conferences
- Arrange for tutoring of individuals or small groups
- Schedule after-school conferences with parents
- Prepare home-study assignments and materials
- Evaluate and interpret records to students and parents
- Promptly correct and return to students all homework assignments which are to be returned.

4.1.2 Under the general direction of the superintendent, and as assigned by principals, teachers shall perform the following duties without additional compensation:

- Conduct site required emergency drills
- Maintain accurate and timely attendance records
- Share supervisory duties in detention halls with other teachers
- Conduct class trips and visitations.

4.1.3 A teacher who is assigned to correct and record Regents' Competency Tests shall be given released time up to two days for that purpose or shall be paid the negotiated adult education rate per hour for that work but not to exceed 14 hours' pay at that rate.

Section 4.2 Tasks

4.2.1 Under the general direction and/or supervision of the superintendent, teachers shall do or be responsible for each of the following:

- A. Preparing goals for the year and essential lesson plans.
- B. Promptness in all things, keeping appointments, maintaining discipline, and reporting serious infractions of rules by students to the principal of their building; provided in the latter case that a timely follow-up by the principal to the teacher is mandatory.
- C. Completing and submitting all required reports and record promptly, in proper form and in correct substance.
- D. Conducting all of their in-school activities in a non-partisan manner and without prejudice or bias as to sex, social standing, income, race, religion, creed, handicap, national heritage.

- E. Applying district policy and regulations to students.
- F. Teaching at times and places designated by their principal; provided, however, that no change in assignment will be made without a prior conference with the teacher.
- G. Teaching all of the students assigned to them. This item conforms to P.L. 94-142.
- H. Providing instruction beyond that considered regular or normal for a particular age or grade for all students requiring such instructions; provided that the teacher shall make a determination of need; in making such determination teachers will use appropriate records and/or staff consultations. This item conforms to P.L. 94-142.
- I. Cooperating with the administration in supervising the activities of student teachers; provided that student teachers shall not be assigned to a teacher without that teacher's prior approval.
- J. Assisting their colleagues, as necessary, in planning within the various subject fields and among the various grade levels.
- K. Assisting their colleagues in emergencies by taking on part of their responsibilities.
- L. Cooperating with the administration in preparing materials for substitute teachers.

ARTICLE 5. VACANCIES AND TRANSFERS

Section 5.1 Vacancies - Notice

- 5.1.1 If the District decides to fill a vacancy which is not encumbered by a teacher on leave of absence and which no teacher on a preferred eligible list is entitled to and desirous of filling, the District shall conspicuously post notice of the vacancy in each building of the District at least five (5) days before external notice of the vacancy is given. As used in this Section 5.1, a vacancy refers only to a vacancy in a position included in the negotiating unit covered by this Agreement.
- 5.1.2 If a vacancy occurs during the summer, notice of such vacancy shall be made by mailing said notice to the President of the Salamanca Teachers Association.
- 5.1.3 Nothing in this Article shall be construed as a limitation on the sources from which applications can be submitted or requested; nor shall it be in any way

construed as being a limitation on the powers and duties of the superintendent of schools and the Board of Education in filling such vacancies from any source.

Section 5.2 Transfers

- 5.2.1 Before a teacher is *assigned or transferred* to a particular school, the teacher shall be consulted.
- 5.2.2 If by June 1 the Superintendent is aware of a *vacancy* which will exist in the following school year and is aware that that vacancy will be filled by the transfer or assignment of a teacher then employed by the District, the Superintendent will give notice of that transfer of assignment by June 1; except that upon a mutual agreement of the Superintendent and the teachers, such transfer or assignment will be considered to be voluntary and beyond the scope of this provision.

ARTICLE 6. LEAVES OF ABSENCE

Section 6.1 Sick, Personal, and Legal Leaves

- 6.1.1 All full-time unit members shall be entitled to *a total of 15 days* which may be used for illness, emergencies, or personal use. All 15 leave days may be used as sick days for unit members and/or their families. If no personal or emergency days are used, all unused leave days may be accumulated as sick days to a maximum of **190** days. In the event a teacher resigns or takes an unpaid leave during the school year, their days will be prorated.
- 6.1.2 Three of the 15 days may be used as *personal business*, provided notification of such leave is to be made to the building principal whenever possible, at least one day prior to taking such leave. Provided further, that the member will not be required to state the reason for taking such leave except immediately prior to and following a scheduled recess, holiday, or vacation day. Personal business days may be granted by the Superintendent prior to a scheduled recess, holiday, or vacation day if the employee submits a written request to the Superintendent at least ten school days prior to the date of the leave and that the leave be for conducting personal business and not of a recreational nature. Unused person business days for full-time members of the instructional negotiating unit will accumulate as unused sick leave. No more than two (2) teachers at the high school, two teachers at the middle school and two teachers at each elementary building may be on personal business leave on the same day except that the appropriate principal has the discretion to grant leave in excess of this provision with the Superintendent's approval.

Personal Business is that which must be conducted during the workday and cannot be scheduled or conducted so as to not conflict with the school day.

- 6.1.3 *Legal Days.* Five of the 15 days leave may be used for emergency purposes which are defined as follows: family emergency, illness, or death. When referring to illness, family shall mean the employee's spouse, children, grandchildren, parents, grandparents, sister, brothers, spouse's parents and members of the immediate household. (For spouse's parents' illness, Superintendent's knowledge and approval are necessary.) When referring to death, family shall mean the employee's spouse, children, grandchildren and the employee's or spouse's parents, grandparents, brothers, sisters, and members of the immediate household. Reasons for claiming the existence of a family emergency shall be submitted in writing by the teacher to the Superintendent within five days of returning to school from the absence; it shall be within the Superintendent's discretion to determine whether it must be taken as another day provided within the contract.
- 6.1.4 *All part-time teachers* (less than one full-time equivalent) shall be granted sick leave on a pro-rated basis and such leave shall be cumulative to a maximum of 180 days. Personal days and emergency days shall also be granted on a pro-rated basis.
- 6.1.5 *Regular substitutes and temporary teachers* earn sick leave at the rate of one day per month worked, personal leave at the rate of one day per semester worked, and emergency days at the rate of one day for every two months worked provided they are employed for a minimum of 90 consecutive days in the same position.

Section 6.2 Temporary Leaves of Absence

- 6.2.1 Days may be allowed for the purpose of *educational visitation* provided that such leaves shall be granted at the discretion of the superintendent or his delegate as the request is made.
- The same restrictions listed in Item 6.1.2, regarding use of leave before or after a holiday or vacation period, apply to the use of visitation days.
- 6.2.2 Teachers shall be granted the time necessary for appearance in any *legal proceeding* connected with the teacher's employment or with the school system or for which the teacher has been *subpoenaed* or in any proceeding in which the teacher must serve as a *juror*.
- 6.2.3 Time necessary shall be granted for elected Association representatives to attend, as members or officers, *New York Educators Association* and/or National Education Association conferences and conventions, as follows:
- (1) *Representative Assembly.*
 - (2) *State and National Committees*, provided that such leave days shall not exceed an aggregate total of 10 days for all such persons, and provided

further that written request for attendance at all such meetings shall be made to the Superintendent as far in advance as possible. The Association reserves the right to request additional days for its members who have achieved offices or positions that may require such additional days; the Board reserves the right to consider each such request individually.

6.2.4 When scheduling or duties would otherwise make impossible, members of the *Association's negotiating team* will be granted time off during the school day to confer with the Superintendent on matters pertaining to negotiations, provided that an appointment has been made sufficiently in advance to cover the member's responsibilities.

6.2.5 Two days shall be granted to each member of the Association negotiating team, upon written request, not to exceed an aggregate total of six days for the team.

Section 6.3.1 Sick Leave Bank

A *Sick Leave Bank* for Unit Members has been established according to the following provisions:

1. The days granted to an individual will come from a pool established by participating individuals.
2. Before becoming eligible to receive days from the Bank, the following considerations must be met:
 - A. The employee must be a member of the Sick Bank. Current employees are eligible to join prior to November 1 of each year. New hires are eligible to join prior to November 1 of their second year of employment. Once an employee is a member of the Bank and chooses to withdraw from the Bank, they will no longer be eligible to be a member of the Bank.
 - B. The employee must have exhausted his/her own sick, personal, and family days. Additionally, the employee must wait five (5) days without pay before utilizing Sick Bank days.
 - C. Sick Bank days may be granted for employee's personal illness or disability only. **A physician's medical statement should be included with the written request for days.**
3. The maximum number of days granted will be fifty (50) per school year per illness or disability. The days cannot be carried over from one school year to another.

4. A maximum of 400 days can be accumulated in the Sick Bank. This may be exceeded when new members contribute.
5. New members of the Bank must contribute two (2) days to join.
6. At the time when the Bank reaches 200 days or less, the membership will be assessed days to replenish the Bank.
7. Members can contribute up to ten (10) days on a voluntary basis if the number does not exceed the maximum 400 days.
8. Days given to the Bank become the sole property of the Bank.
9. There shall be five (5) trustees in the Bank -- ; four (4) representing each school building and chosen by the Association President, and the fifth being the Superintendent of Schools or his designee.
10. The District will keep all records of employee days contributed and deducted through the Business Office. By September 1st of each school year, the District will provide the Association President with an updated list of the membership and total days available.

Section 6.4 Child Rearing Leave

- 6.4.1 Upon application, an unpaid child-rearing leave may be taken to care for a newborn or newly adopted infant. Such leave shall be granted to take effect either on the end of the mother's disability following birth or at birth in the case of a leave by the father (as the case may be) or on the placement of the infant in the adopting teacher's home. It shall be granted for a period not to exceed beyond September 1st following the infant's second birthday but may be terminated at an earlier time by mutual agreement by the teacher, the superintendent, and authorization by the Board of Education.

Shall another birth or adoption occur during the child-rearing leave, the teacher shall be granted another child-rearing leave upon request.

Section 6.5 Sabbatical Leave

- 6.5.1 The *purpose* of sabbatical leaves is to provide an opportunity for full-time teachers (who are not temporary teachers or regular substitutes) of this School District to undertake additional professional study leading to an advanced degree.
- 6.5.2 The *duration* of a Sabbatical leave will be for not less than one semester nor more than one 12-month year.

- 6.5.3 All regular non-salary *benefits* of the School District, including the payment of retirement contributions based upon the amount of the deferred salary paid by the District will apply except that no other leave benefits, for sickness or for any other purpose, may be taken during the period of sabbatical leave without the express written permission of the superintendent of schools based upon such evidence as he may, in his sole discretion, require in any particular instance.
- 6.5.4 *No salary* will be paid to personnel while they are on sabbatical leave. Upon return to duty with this District the regular salary that will be paid will be that of the then appropriate salary step, and all regular benefits of that salary step will also apply. A salary increment equivalent to one-half the salary which would have been payable, had the teacher not been on leave the previous year or semester, will be paid to the teacher in regular installments concurrently with and in the same manner as the regular salary over a period of two years following the return of the teacher to service in this District, provided, however, that a teacher who does not return to service in this District immediately upon termination of the period of sabbatical leave, shall not become entitled to receive this particular increment, and further provided, that the right to receive any unpaid portion of this particular salary increment will immediately lapse when the teacher's employment by the District ceases.
- 6.5.5 With a provision that this section will automatically be reviewed at the conclusion of one year's experience, the first leave(s) will be one person for one year or two persons for one semester each.
- 6.5.6 A *committee* of five will be established to determine leave recipients. Two teacher members are to be either appointed by the president of the Salamanca Teachers Association or elected by the Association membership at its discretion; two School Board members are to be appointed by the president of the Board of Education; the superintendent of schools will serve as chairman. Each member will have one vote, except that the superintendent of schools will not vote except in a case of a tie.
- 6.5.7 Although this committee is to have procedural discretion, e.g., in the form it chooses for an applicant's project proposal and interview, it is a matter of policy that recipients will be from among those applicants whose proposed education while on leave will provide in the opinion of the committee the most benefit on return to the educational program of the school system, with the primary but not sole emphasis to be on educational programs in the teacher's major field. If in any year there are in the opinion of the committee no applicants who qualify, no recipients may be named.
- 6.5.8 In order to be eligible, a teacher must have completed seven (7) years of service with the District. If granted the sabbatical leave, the teacher will be eligible for 50% pay during the two years following the sabbatical. A teacher who takes a sabbatical may not voluntarily terminate his/her employment with the District for

a five (5) year period following the expiration of such leave. If a teacher does leave voluntarily within that period of time they are responsible for all salary and benefits paid by the District for the sabbatical.

- 6.5.9 By February 1 immediately preceding the school year in which the leave would occur, applicants will file written notice with the superintendent of schools of their intent to apply for sabbatical leaves. By March 1st of that year, the selection committee will have completed its evaluation of the project proposals, interviews, and other data and will notify all applicants of its decision. If by May 1 of that year the selected recipients have not filed letters of acceptance by colleges or universities with the superintendent of schools, the selection committee must exercise one of the following options: extend the time period for the recipient involved, choose another recipient in place of the recipient unable to supply a letter of acceptance, or cancel the program for that recipient and not choose another. All applications for acceptance to institutions of higher learning, all correspondence, and all other matters relating to college acceptance, program, etc. are completely the responsibility of the person applying for the leave.
- 6.5.10 Each recipient must file with the superintendent of schools within 60 days of returning to employment a transcript demonstrating completion of the program for which the leave was granted and will, regardless of time, upon the request of the Board of Education, submit a written and/or oral report for Board consideration.

Section 6.6 Miscellaneous Provisions

- 6.6.1 The Board of Education is authorized to grant at its discretion to any teacher a *leave of absence* up to one year, without pay or increment, for *personal reasons*, provided that this leave may not terminate except at the beginning of a school semester or at the next earliest marking period if a short term substitute teacher has been employed.
- 6.6.2 The Board agrees to provide, as required by law, *Workmen's Compensation Insurance* so that whenever a regular member of the instructional negotiating unit is absent from his employment and unable to perform his duties as a result of personal injury caused by an accident or an assault occurring in the course of his employment, if the employee so chooses, he will be paid his full salary during the absence from his employment up to the limit of his accumulated sick leave.

The employee may choose not to use sick leave and abide by the decision of a Compensation Board regarding the amount of compensation and its scheduled payment.

When an employee covered by this provision returns to regular employment, any sick leave deducted as a result of the covered absence will be returned on a pro-rated basis according to the dollar amount received by the employer, provided that the employee has signed the "Employer's Request for Reimbursement" form for

wages paid covering the period during which wages were advanced to the employee for covered personal injury.

It is recognized as a matter of law that if an employer has made advance payments of compensation, or has made payments to an employee in like manner as wages during any period of disability, the employer shall be entitled to be reimbursed out of any unpaid installment or installments of compensation due.

- 6.6.3 Upon request of the principal involved or of the superintendent or his delegate, teachers shall clarify or amplify requests for leaves, except in the case of personal illness and except, further, that the provision for personal business leave shall have precedence over this provision when it applies.
- 6.6.4 *Public service leaves* will be granted to those full-time teachers (who are not temporary teachers or regular substitutes) who are elected or appointed to a political office necessitating their leaving the teaching profession temporarily. Such leaves will be of two kinds: (1) long term, during which a teacher will be absent for a continuous period of time, as upon election to the State Legislature, and (2) short term, during which a teacher may have to be absent on a day by day basis, as upon election to the County Legislature. No salary or any benefits of employment will be connected with such leave in any way.
- 6.6.5 On the return from a leave of absence a teacher will be returned to the same position the teacher held immediately prior to the start of the leave, but if one or more positions in the tenure area of that position have been abolished, the teacher will return to whichever position, if any, he is entitled by seniority in the tenure area and, if none, the teacher will be placed on the appropriate preferred eligible lists.

ARTICLE 7. WORKING CONDITIONS

Section 7.1 Physical Facilities

- 7.1.1 Wherever economically feasible, each of the following shall apply:
 - A. All buildings shall be provided with suitable and private toilet facilities for both male and female personnel.
 - B. All buildings shall be provided with a dining area for teachers apart and private from the dining area for children.
 - C. Teachers shall not be required to teach in closets, basements, hallways, unheated or unventilated areas, and such other places.
 - D. Adequate off-street parking shall continue to be provided for teachers.

Section 7.2 Other Conditions

- 7.2.1 Teachers shall have access to copies of the policies of the Board and the implementing regulations of the superintendent.
- 7.2.2 Except in the case of an emergency, as defined by the person claiming an emergency exists, teachers shall not be interrupted during class time.
- 7.2.3 Although it is recognized that student records are available for inspections by teachers at all times, teachers shall in addition be informed by the school psychologist as soon as possible each year of any special psychological, emotional, and/or medical conditions that might especially affect a child in the class situation. Medical conditions will be supplied to the psychologist by the school nurses.
- 7.2.4 Within the constraints of the laws relating to the dissemination of psychological data, teachers will be informed as soon as possible of the results of any psychological testing of children completed at their request or of children assigned to their basic classroom; the principal of the school will similarly receive a report.
- 7.2.5 Teacher directories shall not be made available to salesmen or to any persons who might use them for circularizing teachers with unwanted communications, provided that such directories may be made available, at the discretion of the superintendent, to BOCES, other educational institutions, and other non-commercial users.
- 7.2.6 Teachers shall not be required to participate in any way in the practice of taking school photographs of children for resale to parents, except that this provision shall not restrict photographs for the yearbook, public relations, or other such purposes.
- 7.2.7 The Executive Board of the Association will be informed in writing in advance of the taking of any action by the Board that would abolish any positions held by any members of the instructional negotiating unit.

Section 7.3 Special Teacher Conditions

- 7.3.1 Special teachers shall anticipate at least fifteen (15) minutes for transit from school to school. This time shall be in addition to their 30 minute lunch period.
- 7.3.2 Special teachers who are required by their schedules to transfer from one school to another during the lunch period shall not be required to perform non-teaching duties in either school during their 30 minute lunch period.

- 7.3.3 If a special teacher is not required to meet his regularly-scheduled classes during the time he is scheduled in any school, because of assembly programs or other circumstances, he may be requested by the building principal to perform other assignments and remain in the building until regular dismissal.
- 7.3.4 Special elementary teachers who go from room to room or who have a succession of classes coming to them shall have five minutes scheduled between classes to prepare materials and equipment.

ARTICLE 8. PROTECTION FOR TEACHERS

Section 8.1 Personnel File

- 8.1.1 *No material derogatory* to a teacher's conduct, service, character, or personality shall be placed in his personnel file unless said teacher has had the opportunity to review the material; provided that in such instance, the teacher shall acknowledge that he has had the opportunity to review said material by affixing his signature to the copy to be filed, provided further that said signature in no way indicates agreement with the contents thereof, merely acknowledgement of having seen the material and that the teacher shall have the right to submit a written answer to such material, such written answer to be reviewed by the superintendent and attached to the file copy.
- 8.1.2 With the exception of material classified as privileged (e.g., attorney's statement) or confidential (e.g., college credential's folder), the personnel file of each teacher will be *available for inspection during normal business hours* by the teacher or the teacher's representative, as designated in writing provided that such inspection take place only within the superintendent's office suite and that during such inspection no record or records be added to or deleted from the file or altered in any manner whatsoever.

Section 8.2 Academic Freedom

- 8.2.1 Teachers shall generally be free to exercise *professional judgment* in the manner of presenting educational material to the class within our curriculum.

Section 8.3 Assault

- 8.3.1 Teachers shall report within twenty-four (24) hours in writing, if possible, all cases of *assault* suffered by them in connection with their employment to the school principal and to the superintendent.
- 8.3.2 Upon receipt of said report the principal and superintendent shall comply with any reasonable request from teachers for information relating to the incident or

persons involved and shall further act in appropriate ways as liaison between the teacher, the police, the courts, and the Board.

- 8.3.3 If criminal or civil proceedings are brought against a teacher alleging that he committed an assault in connection with his employment, the Board shall furnish legal counsel to defend him in such proceedings, and shall provide such other assistance as may be required by law.
- 8.3.4 The District shall reimburse a member for reasonable costs of any clothing or personal property, including dentures, eyeglasses, hearing aids, or similar bodily appurtenances not covered by workmen's compensation, which are damaged, destroyed, or lost as the result of any unprovoked assault by another party occurring during the discharge of the member's assigned duties.

ARTICLE 9. TEXTBOOKS AND CURRICULUM

Section 9.1 Textbooks

- 9.1.1 Wherever economically feasible, the Board shall provide sufficient textbooks to insure that each pupil in a class has a textbook for his own use; provided that a teacher need not require all children to work from the same text or any text.
- 9.1.2 Teachers will be permitted to participate in the process of selecting their textbooks if they so choose; further, teachers are encouraged to suggest needed textbook changes.

Section 9.2 Curriculum

- 9.2.1 The Associate recognizes that curriculum development is a continuous process for which released time is not always necessary; the Board recognizes that certain aspects of curriculum development cannot adequately be carried out except through released time or summer employment.
- 9.2.2 The Association recognizes that curriculum development is an everyday activity and agrees to encourage teachers to work with other teachers, formally and informally, whenever necessary and/or possible. The Association agrees to encourage teachers to try varied ways and methods of developing the curriculum through daily teaching and to share successful ideas.
- 9.2.3 The Association will encourage its members to serve on curriculum and textbook committees; provided that secondary teachers serve within subject area fields and elementary teachers serve on a rotating basis so that no teacher has to serve in each and every area.

- 9.2.4 All curricular developments shall be under the general direction of the superintendent and the specific direction of his delegate; provided that curricular responsibility is recognized to exist in the positions of all principals, assistant principals, the assistant superintendent, and high school department chairman.

ARTICLE 10. SALARIES

Section 10.1 Annual Salary Schedules – See Appendix A

- 10.1.1 The *duration* of this contract will be for three (3) years, July 1, 1999 through June 30, 2002.

- 10.1.2 Part-time and/or long term substitute teachers will be paid a salary comparable to a current teacher with a similar amount of years of experience. Benefits for part-time and long term substitute teachers will be pro-rated based on the amount of service to be provided to the district during their period of employment.

10.1.3 Salary-Teachers

1999-2000 Each teacher shall receive the amount of \$767 added to their base salary

2000-2001 & 2001 – 2002 See Appendix A for Salary Schedules

- 10.1.4 Teachers will receive *compensation for graduate hours* at the rate of fifty dollars (\$50) for approved hours to a maximum of ninety (90) hours during the 1999-2000 and 2000-01 school years. In the 2001-02 school year, the graduate hour rate shall increase to fifty-five dollars (\$55) for approved hours.

Teachers will be credited and compensated with new credited hours as they are completed. *Transcripts* must be submitted to the Superintendents Office for graduate hour reimbursement by September 15th annually, for full reimbursement, and by February 15th annually for 50% reimbursement.

- 10.1.5 Teachers who have earned a *Masters Degree* will receive \$550.00 compensation for that degree.

- 10.1.6 Teachers will receive a \$600.00 *long service stipend* at the start of their 17th year of credited service. Teachers starting their 22nd year of credited service will receive \$750.00 long service stipend, and teachers starting their 26th year of credited service will receive \$750.00 long service stipend.

10.1.7 *Teacher Assistant* raises shall be as follows:

1999-00	Each Teacher Assistant shall have \$327 added to their base salary.
2000-01	Each base salary increases 5.8%
2001-02	Each base salary increases 5.75%

Teacher Assistants hired after November 28, 2000, beginning salaries:

Minimum Certification (6 hours)	40% of starting teacher base salary
Associates Degree	40% starting teachers base salary plus \$1500 additional stipend
Bachelor's Degree	40% of starting teachers base salary plus \$2500 additional stipend

10.1.8 Teacher Assistants will receive \$25 *per hour* for pre-approved college credit or in-service credit courses. The Teacher Assistants' work year and workday will be the same as teachers.

Section 10.2 Other Pay**10.2.1 APPENDIX B – Athletic and Co-Curricular Salary Schedule**

1999-2000	As per the 1998-99 Salary Schedule
2000-2001	See Attached Salary Schedule Appendix B
2001-2002	See Attached Salary Schedule Appendix B

Re: Coaching and Extra-Curricular Positions

Each year all coaching and extra-curricular positions shall be posted and filled as follows:

1. A Salamanca Teacher – Unless the Board determines that a particular unit member should not be appointed or re-appointed to a position, appointments shall be made from the pool of applicants who are members of the bargaining unit and who are qualified, or willing to become qualified to the extent required by law.
2. Outside Applicants – Should no Salamanca teacher apply for a coaching or extra-curricular position, the District may hire from outside the bargaining unit for that year.
3. The parties will encourage teachers to apply for activities such as these, without the recurring annual expectation by the District that once a particular activity is undertaken, a teacher will continue with it indefinitely.

4. It has been agreed to drop the following positions to Appendix B:

1. Athletic Director
2. Rifle Coach
3. Central Treasurer
4. Manager of the Yearbook 2001-02
5. Graphics Art Coordinator

It has been agreed to add the following positions to Appendix B:

1. Modified Lacrosse Coach
2. Modified Boys Soccer
3. Modified Girls Volleyball
4. Assistant Athletic Director

5. It has been agreed to combine AV Club and AV Coordinator (AV Club/Coordinator):

6. All coaching and extracurricular positions are subject to review on a yearly basis based on student participation. If a sport is canceled before practice begins, no salary will be paid. The District will provide prorated remuneration in the event a team is disbanded for lack of student participation.

7. Payment for the extended season (Playoffs) shall be \$75 per week. This payment will not apply for first round playoff games in sports where such playoffs are automatic regardless of record. All coaching and extra curricular activities will be covered by this provision.

10.2.2 Sick Days at Retirement

A member of the instructional negotiating unit who is retiring under the NYS Teachers Retirement System will be compensated for unused cumulative sick leave at a rate of \$65.00 per day to a maximum of **200** days.

The dollar value of unused sick days must be left with the District for payment of health insurance premiums until it is exhausted. The money will be kept in a non-interest bearing account.

All members must inform the Superintendent in writing of his (her) intention to retire no later than *March 1st* of the final year of service. Teachers leaving their money with the school will be compensated for unused cumulative sick leave at a *rate of \$65.00 per day to a maximum of 200 days*.

Upon the death of a retired unit member, the surviving spouse may continue to use the fund until it is exhausted. Should a member, having made the required announcement of retirement, die in service, the District will pay any compensation due that member under this provision to that member's stated beneficiary on what would have been the member's last day of service prior to retirement. In case of the death of both husband and wife all unused monies revert to the beneficiary, at which point all board responsibilities cease.

Early Retirement MOA

Individuals retiring under provisions of the District's early retirement incentive (March 1999-2002) shall not be able to use the sick leave retirement provision Article 10.2.2 in the contract.

Early Retirement Date Notification for MOA

Notification shall be given by *March 1 of each year, rather than April 15th.*

10.2.3 Mileage Reimbursement

All teachers shall be reimbursed for use of their personal automobiles for approved travel as required by their respective positions at the current IRS rate. District has the option of substituting alternate coverage. If the District is to change coverage, the S.T.A. will be consulted prior to any determination.

10.2.4 Teacher Training Sessions:

These are professional opportunities to improve and enhance instruction and other related duties associated with the teaching profession.

Training sessions that are required outside the regularly scheduled workday or beyond the normal school day for teachers will be compensated as follows:

Teachers will be compensated at the rate established by the Board of Education for certified subs (i.e. currently-\$65). Half-day sessions will be paid at half the rate of a certified teacher.

Half-day	Up to 3 hours (excluding lunch)
Full-day	Up to 6 hours (excluding lunch)

Administration can offer these stipends for non-required training sessions at its discretion.

10.2.5 APPENDIX C – Extra Duty Salary Schedule & Hourly Rates

The Salary Schedule for Chaperoning, Summer School, K-8 Grade Level Chairpersons, Clarification to Driver Education student numbers, and other positions paid by an hourly rate will be found in Appendix C.

Teachers shall be compensated at the agreed upon hourly rate for all work beyond the regular school year and school day except the obligations specified by the contract.

- A. In-service credit will not accrue when teachers are paid the hourly rate.
- B. Payment of the hourly rate shall include the following duties
 1. GAP
 2. Detention (after school)
 3. Regents Review Classes (prior approval necessary)
 4. Summer Camps
 5. Committee Meetings
 6. Curriculum Development
 7. Home Instruction (Study)
 8. Summer Regents Review Classes
 9. Other duties jointly agreed upon by the Superintendent and the Association.
- C. **Department /Grade Level Chairpersons.** Only one person will be appointed and compensated as a Department Chairperson or Grade Level Chairperson effective the 2001-02 school year.
- D. **Co-Curricular and Coaching salaries** will not be paid at a rate lower than they received in the 1998-99 school year. Future pay increases will occur as the salary schedules pass the 1998-99 rates. New appointments will fall under the revised agreement.
- E. **High School Summer School Courses** will be compensated per course, according to Appendix B, which includes instruction, grading and proctoring. This is the rate for the duration of the present contract. We will limit summer school classes at 20 students per class. The rate of pay is based on 20 students whether they are enrolled in the class or only taking the Regents Examination.
- F. **OM Compensation Package.** Beyond the regular season, Advisors will be compensated in accordance with Appendix C.

- G. **AIS Compensation** for 2001-02 school year when not part of the regular school day will be paid in accordance with Appendix C for a maximum of fifteen students.
- H. **Chaperones**: Away Spectator Buses will be paid in accordance with Appendix C.
- I. **Music Department Chaperones** will be paid in accordance with Appendix C.
- J. **Ticket-Takers** will be paid in accordance with Appendix C.
- K. **In-Service**

Those Employees who currently have hours toward the fifteen (15) hour block may continue to complete the 15-hour block, but will not be paid beyond that point.
- L. Change the *Extracurricular Activities Director to the Assistant to the Athletic Director* effective 2001-02 school year and pay the position will be paid in accordance with Appendix C for the 2001-02 school year.

Section 10.3 Health Insurance

- 10.3.1 The District will provide, at no premium cost to employees, health insurance coverage through a self-funded health care plan (hereinafter called the "Plan"). Employees may enroll under either the Family Plan coverage or the Individual Plan coverage. The "Plan" that shall be provided at no premium cost to employees, shall be the basic "Plan" of the Allegany / Cattaraugus County School Districts Medical Plan, or an HMO whose premium does not exceed that of the "Plan". Under no circumstances will the District provide for more than one family plan.

10.3.2 Base Plan – Major Medical

Beginning October 1, 1997, the District will provide to employees, whether they are enrolled under an individual or family plan, health insurance coverage and benefits at, or greater than the levels set forth in the Allegany/Cattaraugus Schools Medical Plan and Major/Medical", with "Managed Care", and "North American Preferred Provider Network" (NAPN), with One Hundred Dollars (\$100.00) individual and Two Hundred Dollars (\$200.00) family deductible. The above plan will be the Base Plan available to all unit members.

- A. **Base Plan Major Medical Options:**

- a. The Base Plan with \$250 individual/\$500 family deductible;
- b. The Base Plan with \$500 individual/\$1,000 family deductible
- c. Or any of the above options without prescription plan

B. Hospitalization

As of March 1, 1999, the hospitalization portion of the Base Plan shall be Blue Cross of Western New York.

10.3 . 3 Prescription Coverage

Beginning with the 1997 -98 contract, the District will provide as part of the plan a Ten Dollar (\$10.00) brand name, Four Dollar (\$4.00) generic, and a One Dollar (\$1.00) mail order co-pay prescription plan.

10.3 . 4 Health Insurance HMO Options:

Employees may select one of the following options in place of the Base Plan:

- A. Univera HMO (or its assignee)
- B. Community Blue HMO

Or any of the above options without prescription plan

Annually, half of the premium savings caused by a member choosing Univera HMO (or its assignee) shall be placed in the unit member's flex plan.

10.3 . 5 Initial Enrollment

To complete Health Insurance Enrollment, at the beginning of by the unit member. Health Insurance coverage will become effective on the first day of the following month subsequent to the enrollment card being submitted to the finance office.

10.3 . 6 Open Enrollment

The Salamanca Teachers Association and the Salamanca City Central School District do hereby agree to change the health insurance enrollment date from the first day of the following

month subsequent to the enrollment card being submitted to the finance office to July 1st of each year.

Once elected, deduction and/or prescription options may not be changed during the Plan year except for a "Qualifying Event" such as in the case of marriage, divorce, birth or adoption of a child, death, etc. Employees who lose coverage from another Plan, after the open enrollment period shall be eligible for coverage at the beginning of the next calendar month following the loss of coverage. Verification of loss of coverage may be requested by the District.

- 10.3.7 If for any reason the "Plan" ceases to exist or the District terminates its participation, the District then *will provide coverage equal to or better* than the "Plan" coverage in existence at the time of termination for current employees. The District has the option of substituting alternate coverage. If the District is to change coverage, the STA will be consulted prior to any determination.
- 10.3.8 The "Plan" will provide benefits *at least equivalent to* the current Health Insurance plan provided by the District.
- 10.3.9 The "Plan" document is herein *incorporated reference*.
- 10.3.10 *Any complaints* under the "Plan" with respect to its interpretation or application must be processed through the "Claim Review Procedure" set forth in the "Plan" document. If the matter set forth in the "Plan" document does not provide for arbitration of such dispute, then within thirty (30) days of the written answer from the governing committee of the "Plan", the Association may submit the issue directly to binding arbitration. The Association and the District agree that such binding arbitration should only be before an arbitrator under the Rules of the American Arbitration Association who has expertise in medical health insurance coverage benefits and policies and is familiar with the rights of covered individuals and the responsibilities of the insurance provider. The "Plan" administrator will furnish the Association with all pertinent data related to the dispute subject to the provisions of (f) below.
- 10.3.11 All data obtained by the "Plan" administrator with respect to insurance claims shall be considered *confidential* and shall be disbursed to persons involved or connected with the "Plan" strictly on a need to know basis and such information shall be utilized for no other purpose than is necessary for the administration of the

"Plan" and the payment of claims. Any health data obtained by the "Plan" may not be used to discipline or dismiss an employee.

10.3.12 Any employee who leaves the employment of the District (other than an employee who retires) or whose services are terminated shall be offered *the right of conversion* for health insurance coverage regardless of insurability at the full cost and expense of the employee (COBRA). If the employee of the District is unable to obtain coverage, he/she may continue to participate in the "Plan" at his/her own expense in which case the District may require proof of rejection of insurance. If the former employee is offered insurance, including coverage for pre-existing conditions, but chooses not to purchase same, the "Plan" is not obligated to provide coverage. The "Plan" will accept responsibility for the coverage of a pre-existing condition until the conversion plan coverage for said condition shall apply.

10.3.13 Employees who submit claims in accordance with the procedures established by the "Plan" and if the claim is not disapproved in accordance with the "Plan" procedures, shall have said claim paid (to the extent of the coverage provided) in a timely manner so that the employee shall suffer no financial loss as a result of the slow payment of a claim. It shall be considered that the employee suffered no financial loss if such claim is paid within a reasonable period of time in comparison to the payment of similar claims by BC/BS or other well-known health insurance plans.

10.3.14 For new employees, coverage under a District health insurance plan shall be automatic and effective unless the employee declines the coverage in writing. Such a waiver shall be filed in the employee's personnel folder. An employee may reconsider and join the "Plan" at a later date by notifying the employer in writing of his/her desire of coverage. Coverage under the "Plan" will commence on the first day of the month following the employer's receipt of the request for coverage.

10.3.15 An employee, whose spouse works for the same District or another school district participating in the "Plan", may enroll in the "Plan" with *no lapse* in coverage if their spouse's coverage ceases for any reason. *In no event shall there be double coverage in the "Plan".*

10.3.16 **Health Insurance Buyout**

Effective July 1, 1989, unit members may elect to choose an optional cash buyout in lieu of either single or family plan health insurance. If the employee chooses the cash buyout option, the

employee will receive the sum of \$800.00 payable in two installments if they choose not to take the health insurance for a particular fiscal year (July 1 through June 30). An employee accepting this cash buyout will sign a waiver prior to July 1 each fiscal year indicating that they accept the cash payment in lieu of health insurance coverage. The waiver also will include language indicating that the employee may elect family or single coverage again at any time in the future should personal circumstances change so as to necessitate such coverage.

A \$2,000 stipend will be given to all teachers who elect not to participate in District-offered health insurance starting in the 2000-01 School Year if there are ten (10) additional members who opt out of the insurance. This stipend will be prorated from the ratification date to the end of the 2000-01 school year.

- 10.3. 17 Employees *retiring from the District* shall be eligible to enroll in the Plan prior to retirement in order to receive health insurance benefits.

10.3. 18 **Insurance -New Hires**

New hires after November 28, 2000, shall be required to participate in the choice of HMO's offered by the District for the first five (5) years of service.

After that period of time they may opt for any insurance plan offered by the District.

During the first (5) years, the member can opt for the traditional plan if they pay the difference in the premium.

10.3. 19 **Flexible Spending Plan**

The District agrees to establish with the STA a flexible spending plan, to be governed under the rules of Section 125, Cafeteria Plans. The District will contribute \$100 per unit member to the Plan. The administrative fees for the Plan will be paid out of the \$100 District contribution during the 1992-93 school year. In future years, any monies remaining in the flexible spending plan as of June 30th of that school year, will revert back to the District. The District will apply these monies to pay administrative fees for the following school year.

10.3.20 Supplemental Insurance

The District will allow the Association the opportunity to participate in AFLAC Supplemental Insurance through payroll deduction using the Flex Plan. The District will assume administrative costs associated with this program. In return, the 1977 Health Insurance provisions will not be available for anyone retiring after June 30, 2001. The Association and the District agree that this provision will not be open for negotiations the successor agreement beginning July 1, 2002.

10.4 Pay Dates

10.4.1 Teacher's pay will be deposited bi-weekly starting on the second Friday after the first day of school in September and continue through June. If a payday falls on a legal holiday, the pay will be deposited on the day prior to the legal holiday.

10.4.2 *Depositories.* All teachers' pay will be deposited directly with either the First Tier Bank and Trust Company or the Fleet Bank (Salamanca Branch), Cattaraugus County Bank or Cattaraugus County School Employee Federal Credit Union. Members of the STA will have the additional option to purchase U.S. Savings Bonds through a payroll deduction program.

10.4.3 *Pay Periods.* Teachers will have the option of selecting 21 or 26 pay periods. This selection must be made by July 1 of each year. Once a selection is made, a change may not be made until the following school year.

10.4.4 Coaching salaries will be paid in two equal installments during the season applicable to the sport (i.e., Fall, Winter, or Spring). During each season, the coaches involved will each be paid on the same payroll dates according to a schedule established by the Athletic Director and filed with the Business Office.

ARTICLE 11. GRIEVANCE PROCEDURE**Section 11.1 Definitions**

11.1.1 Employee shall mean any employee whose terms and conditions of employment are governed by the terms of this Agreement.

- 11.1.2 Grievant shall mean any employee or group of employees claiming a violation of the terms of the Agreement. The Association shall be deemed a grievant in those instances where there is an alleged violation of the Agreement and the grievance is not brought forward by an employee or a group of employees.
- 11.1.3 Grievance shall mean any claim brought by an employee a group of employees, or the Association of a violation of the terms of this Agreement. No grievance will be entertained as described below, and such grievance will be deemed waived, unless appropriate procedures are begun at the informal stage within 30 school days after the aggrieved party knew or should have known of the action or condition on which the grievance is based.
- 11.1.4 Supervisor shall mean the appropriate assistant principal, principal, or other administrative or supervisory officer responsible for the area in which a grievance arises.
- 11.1.5 Days shall mean any day on which the aggrieved party is normally required to report to work. During the summer recess, however, days shall mean any day except a Saturday, a Sunday, Independence Day or Labor Day.

Section 11.2 Procedure

- 11.2.1 *Informal Stage.* The grievant shall orally present the grievance to the appropriate supervisor, who shall orally and informally discuss the grievance with the Grievant. The supervisor shall give the grievant his oral answer to the grievance within 10 school days of the initial presentation. If the grievant is not satisfied with the answer, he may proceed to the Second Stage.
- 11.2.2 *Second Stage.* The grievant shall initiate the Second stage by submitting a written grievance on the form set forth in Appendix A of this Agreement to the Superintendent of Schools or his designee not later than the fifth school day after the day on which the answer to the grievance was submitted at the Informal Stage. In such case, within the next five school days, the grievant and the appropriate supervisor shall each submit to the superintendent of schools or his designee written statements setting forth the specific nature of the grievance and the facts relating thereto.

Thereupon, within the next five school days, the appropriate supervisor shall appear at an informal hearing at which the grievant, or an appropriate representative, may present oral and written statements. The final determination at the Second Stage of the grievance procedure shall be made by the superintendent of schools or his designee within the next 10 school days.

Section 11.3 Arbitration

- 11.3.1 If the grievant is not satisfied with the disposition of the grievance at the Second Stage, the grievant may within five days of the decision by the Superintendent request that the Association submit the grievance to arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within 15 days after the decision by the Superintendent. The parties shall then be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association to the extent those rules are consistent with this Agreement.
- 11.3.2 The Association may appeal a grievance to arbitration by sending a letter to the American Arbitration Association ("AAA"), which specifically identifies the grievance to be arbitrated and requests the AAA to send to the Association and to the Superintendent a list of twenty names of arbitrators available to hear the grievance. Within 10 working days of the date on which each party receives the list, each shall return its copy to the AAA with all names which are unacceptable to the party crossed off and the remaining names, if any, numbered in order of the party's preference. The AAA shall then name to be arbitrator the person shown on the two lists as having the highest common acceptability to the parties. If the AAA determines that the parties have not mutually accepted an arbitrator from the list, the AAA shall send to each party a second list of 20 such names and the foregoing process will be repeated. If the AAA determines that the parties have not accepted an arbitrator from the second list, the AAA shall name an arbitrator to serve, but he shall not be a person who was on either of the lists.
- 11.3.3 Said arbitrator shall issue his decision not later than 14 days from the date of the closing of a hearing initiated by him, or if an oral hearing has been waived by the grievant, then from the date of transmitting the final statements and proofs to said arbitrator. The arbitrator's decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. Since it is understood that those issues that have not been negotiated and included in this Agreement are completely under management jurisdiction, the arbitrator shall limit his decision strictly to the application and interpretation of the provisions of this Agreement, and he shall be without power or authority to make any decision contrary to, or inconsistent with, or modifying, or varying in any way, (a) the terms of this Agreement; (b) any law or rule, regulation, or decision having the effect of law applying to this Agreement (e.g., Article 14 of the Civil Service Law, the rules and regulations of the Public Employment Relations Board, and appropriate court decisions); (c) the powers, duties, and responsibilities of the Board of Education as stated in any law or rule, regulation, decision, or opinion having the effect of law (e.g., Article 51 of the Education Law, the rules of the Board of Regents, the regulations and decisions of the Commissioner of Education, and appropriate formal opinions of the Comptroller), and in by-laws and policies adopted by said Board pursuant thereto.

- 11.3.4 The decision of the arbitrator, if made in accordance with his jurisdiction and authority under this grievance procedure, will be accepted as final by the parties to the dispute and both will abide by it.
- 11.3.5 The costs for the services of the arbitrator shall be borne equally by the District and the Association. Any other expenses, including the compensation of witnesses, shall be paid by the party, which incurred them, but this shall not preclude a teacher from using a leave day pursuant to paragraph 6.2.2 of this Agreement in order to appear as a witness in such an arbitration hearing.
- 11.3.6 More than one grievance may be submitted in a single arbitration if the parties expressly agree to do so in writing.

Section 11.4 General Matters

- 11.4.1 The Association or its duly authorized representative(s) shall be the sole and exclusive representative of the grievant in processing grievance arising under this Agreement; except that nothing precludes the grievant from being represented by legal counsel of his (her) choice, provided that the cost of such counsel is borne exclusively by the grievant.
- 11.4.2 The superintendent's office shall be responsible for accumulating and maintaining a record of written grievances, which shall consist of the written grievance and the written decisions at all steps. The record of written grievances will be kept at District expense and shall be made available, upon reasonable request, for inspection and/or copying by the grievant or the Association. Said record of written grievances, to the extent permitted by law, shall not be deemed a public record.
- 11.4.3 Time limits may be waived by the parties in writing in order to facilitate and expedite the resolution of any grievance. Neither party shall unreasonably withhold consent to a request from the other party for a waiver of a time limit.
- 11.4.4 The decisions on all written grievances shall be in writing and shall set forth the reasoning and rational for such decisions.

ARTICLE 12. MISCELLANEOUS ITEMS

Section 12.1 Personnel

- 12.1.1 Under the general direction of the superintendent, teachers shall continue to abide by the customary and/or traditional provisions of policy, regulations, and rules that have been in us in this District even though they may not formally be treated in this Agreement.

- 12.1.2 All agreements made concerning terms and conditions of employment that involve personnel employed through utilization of any kind of federal aid monies shall be limited to the terms and conditions of such aid, to the terms and conditions of approved projects affected with such aid, to the total amount of such aid, to the laws, policies, regulations, and rules that limit its use, and to a year to year determination on the part of the Board concerning the continuation of any program at any level of support; provided, also that there shall be a continued report of such monies and/or continued approval as their use made by the proper approval agency.
- 12.1.3 Without the permission of the Association, the Board will not employ commercial organizations or individuals for "performance contracting", here defined as contracting with a commercial organization for the attainment of specific educational goals with a payment to said organization dependent upon stated criteria of successful performance.

Section 12.2 Observation and Evaluation

- 12.2.1 Teachers shall be evaluated only by school district certified administrators.
- 12.2.2 Supervisory personnel at no time shall interrupt the teacher conducting a class; all pertinent discussion shall be conducted later in private with the teacher, as necessary.
- 12.2.3 All observation of the work and performance of a teacher shall be conducted openly and with the full knowledge of the teacher being observed.
- 12.2.4 The use of public address or audio systems or other monitoring devices and video-taping equipment shall not be used for observation and evaluation purposes unless the written authorization for use is first obtained from the teacher to be observed and evaluated.
- 12.2.5 Within five days after a formal classroom observation, an evaluation conference shall be held with the teacher observed. The evaluation report shall be in writing and signed by the teacher and the evaluator and dated. A copy of such evaluation report shall be given to the teacher upon request. The teacher evaluated shall have the right to respond to such evaluation report. Such response by the teacher must be made in writing and within 10 days from the date of the receipt of the evaluation report to which it responds and filed as part of such report.

Section 12.3 Summer Employment

- 12.3.1 All summer employment shall be made at the discretion of the Board in accordance with Education Law and appropriate provisions of this Agreement.

12.3.2 Regular school teachers shall have the right of first refusal for summer school courses for which they are certified.

12.3.3 Teachers shall have a completely free choice as to whether or not to apply for summer employment and the Superintendent shall have a completely free choice as to who to hire for summer employment, provided that if a District teacher applies to teach a subject for which he is certified, he will be given preference before all outside applicants.

12.3.4 Guidance Counselors will be paid 1/200th of their yearly salary for every day worked in the summer.

Section 12.4 Conferences

12.4.1 The annual school district budget includes money to reimburse staff members for conference attendance. Conference attendance will be approved by the Superintendent of Schools who will consult with Department Heads, Building Administrators, and Director of Curriculum and Instruction prior to approval or denial.

One Conference per year for every 5 teachers in each department or in each elementary grade level will be permitted.

There shall be no limit as to the number of teacher/special teachers (from a department or grade level) allowed to attend a single conference.

ARTICLE 13. ITEMS RELATING TO THIS AGREEMENT

13.0.1 This Agreement shall supersede any rules, regulations, or practices of the Board, which shall be contrary to or inconsistent with its terms.

13.0.2 If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect during the life of the Agreement.

13.0.3 During the term of this Agreement, the Association shall not cause or sponsor and no professional employee shall cause or participate in any strike, work stoppage, or other illegal activity directed against the Board for any purpose whatsoever.

13.0.4 This contract shall be effective as of July 1, 1999 and continue in effect through June 30, 2002. but if the parties have not agreed on a successor to this Agreement by that date, this Agreement shall continue in full force and effect until the earlier of (1) the beginning date of a successor agreement or (2) June 30, 2002.

- 13.0.5 The superintendent, or his representative(s) will meet with the representative(s) of the Association on matters related to implementation of this contract or of mutual interest, at a monthly meeting that may be cancelled by mutual consent. This clause is not intended to be interpreted as providing for a means of reopening negotiations or renegotiating any of the terms of conditions of the contract herein; nor is the meeting provided herein by way of this clause to be used for the resolution of grievances.

ARTICLE 14 - SCHOOL DISTRICT RE-ORGANIZATION

In the event of a school district re-organization caused by consolidation, annexation, or merger with another school district, the following procedures shall be in effect:

- 14.1 The employer shall develop a request form by which unit members shall be given the opportunity to indicate assignment preferences in writing, subject to required certifications, tenure areas, classifications and/or job titles.
- 14.2 When the number of unit members indicating a preference for a specified program or position exceeds the number of positions, the administration's placement decision shall be based upon seniority, experience, and the needs of the District.
- 14.3 Seniority shall be defined as the length of continuous service the employer as a member of the bargaining unit.
- 14.4 When the number of unit members indicating a preference for a specified program or position is less than the number of required, the employer shall determine which unit members will be assigned.
- 14.5 The reduction of unit members' positions as a result of re-organization shall be governed by the appropriate statute, law, regulation, or commission.
- 14.6 Procedures under re-organization shall take precedence over any other provision of the collective bargaining agreement dealing with transfer, vacancies, and change in positions.
- 14.7 The STA and the employer mutually agree that in the event the employer decides to merge, consolidate, or is annexed to or with another district, all unit members having attained tenure or permanent appointment in multiple areas shall have the option of selecting the area of their choice with seniority to include all credit for all service to the employer. Such selection shall occur prior to any merger, consolidation, or annexation and said seniority shall be a part of the seniority list provided to the new district.

ARTICLE 15. SITE-BASED DECISION MAKING

- 15.1 Within six (6) months of this settled contract negotiations, given the 1994 implementation date of the New York Education Commissioner's New Compact for Learning steering Committee pursuant to the School-Based Planning and Shared Decision Making Regulation. The committee will include the Superintendent of Schools, an equal member of administrators (selected by the Board of Education) and teachers (selected by the Association President and parents (selected according to SED regulations).

15.2 District-Wide or Building Committees

The teachers serving on District-Wide or Building Committees will be compensated through the established hourly rate. For employees who have less than fifteen (15) in-service hours, they will be allowed to complete their one full credit. (*See Section 10.2.6 K.*) These committees are limited to the District's Leadership Team and the BLT. Compensated time cannot exceed two hours per month.

ARTICLE 16

DISTANCE LEARNING

**Salamanca City Central School District
And
Salamanca Teachers Association**

1. Introduction: The Salamanca City Central School District ("District") and the Salamanca Teachers Association ("Association") are parties to a collective negotiations agreement ("CNA").
2. Distance Learning Committee: The District and the Association agree to form a Distance Learning Committee ("DLC") consisting of the Superintendent (or her/his designee), the High School Principal, the President of the Association (or her/his designee), the District's Technology Coordinator, and one of the teachers involved in the Distance Learning program. The DLC shall attempt to reach all its decisions by consensus. The DLC's function shall be to consider and make recommendations to the Superintendent concerning all matters pertaining to the academic program, which arise out of the use of the Distance learning network. Where such issues involve matters pertaining to the CAN, the DLC's recommendation shall be made to both the Superintendent and the Association President. The DLC shall have no power to amend or otherwise alter the CAN. Where a term or condition of employment contained in the CAN is not appropriate for application in the Distance learning context, the DLC shall make recommendations to the Superintendent and Association President for resolving the matter.
3. Posting and Assignment: The teaching of Distance Learning classes shall be on a voluntary basis, and the Association will encourage teachers to consider this teaching experience. Assignments to teach Distance learning classes shall be made annually and each Distance Learning course to be offered shall be posted for a period of ten (10) school days to permit teachers to apply to same. Distance learning classes shall be taught by teachers certified in the areas they will be teaching.
4. Staff Development: the District shall provide training for those teachers who teach in the Distance Learning program.
5. Supervision of Students: The District receiving the transmitted lesson shall be responsible for the supervision of the students in the receiving schools. Teachers who teach in the Distance Learning program from a transmitting school will not be held accountable for a failure of discipline on the part of a receiving school. Distance Learning teachers from the transmitting sites will, however, be responsible for adhering to DLC established procedures for dealing with remote site discipline problems.

6. Preparation: Teachers who teach Distance Learning classes shall not receive any additional preparation periods for their service in the Distance learning program. An effort will be made to schedule a preparation period immediately before a Distance Learning class.
7. Compensation: There shall be no additional compensation for teachers of a Distance learning class.
8. Evaluations: Evaluations of teachers teaching Distance learning classes for the District shall be in accordance with the CAN. Tapes of lessons shall not be used for evaluations and evaluators shall personally observe the teacher's class.
9. Distance Learning Impact on Traditional Teaching: the Distance learning program shall not adversely affect the preparation time or workload of the remainder of the faculty not involved with Distance Learning, and the District will not abolish any teaching position as a direct result of the Distance Learning program.
10. Sunset Clause: This Memorandum of Agreement shall not be considered part of the CAN and will expire absolutely on June 30, 2002. Specifically, Section 209-a 1(e) of the Public Employees Fair Employment Act ("Taylor Law") is not applicable to this Addendum. None of the provisions of this Addendum shall be enforceable in any forum after June 30, 2002, and the "Triborough Amendment" shall not extend the provisions of this memorandum by force of law.

TAYLOR LAW LANGUAGE:

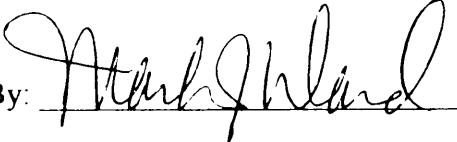
**PURSUANT TO SECTION 204-A, PUBLIC EMPLOYEE'S FAIR
EMPLOYMENT ACT**

"It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate body has given approval."

ADOPTION

This Agreement shall become effective upon its approval by a majority of the Association membership, or a majority of the members of an authorized Association committee, and a majority of the members of the Board. Renegotiation of this Agreement or succeeding years will follow the provisions of the recognition agreement that is included herein.

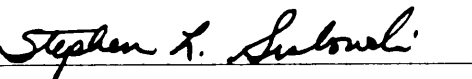
CITY SCHOOL DISTRICT OF THE
CITY OF SALAMANCA, NEW YORK

By: 

Its Superintendent, hereunto
duly authorized

Date: 11/15/01

SALAMANCA TEACHERS
ASSOCIATION

By: 

Its President, hereunto
duly authorized

Date: 11/15/01

**Salamanca City Central School District
Salary Schedule
2000 - 2001**

APPENDIX "A"

STEP	\$ amount of STEP	
1	27,267	
2	28,237	970
3	29,207	970
4	30,177	970
5	31,147	970
6	32,267	1,120
7	33,387	1,120
8	34,507	1,120
9	35,627	1,120
10	36,747	1,120
11	37,867	1,120
12	38,987	1,120
13	40,107	1,120
14	41,227	1,120
15	42,347	1,120
16	43,467	1,120
17	44,587	1,120
18	45,707	1,120
19	46,827	1,120
20	47,947	1,120
21	49,067	1,120
22	50,102	1,035
23	51,137	1,035
24	52,172	1,035
25	53,207	1,035
OFF		2,200

Salamanca City Central School District
Salary Schedule
2001 - 2002
APPENDIX "A"

48

STEP	\$ amount of STEP	
1	28,270	
2	29,270	1,000
3	30,270	1,000
4	31,270	1,000
5	32,270	1,000
6	33,270	1,000
7	34,270	1,000
8	35,395	1,125
9	36,520	1,125
10	37,645	1,125
11	38,770	1,125
12	39,895	1,125
13	41,020	1,125
14	42,145	1,125
15	43,270	1,125
16	44,395	1,125
17	45,520	1,125
18	46,645	1,125
19	47,770	1,125
20	48,895	1,125
21	50,020	1,125
22	51,145	1,125
23	52,195	1,050
24	53,245	1,050
25	54,295	1,050
OFF		2,300

APPENDIX "B"
Salamanca City Central School District
Co-Curricular Salary Schedule

49

\$27,267 as Base Salary 2000-01

Position	Base		2		5		8	
Co-Advisor-12th	2.8%	750	3.0%	825	3.3%	900	3.6%	975
Co-Advisor-11th	1.5%	400	1.7%	475	2.0%	550	2.3%	625
Co-Advisor-10th	1.3%	350	1.6%	425	1.8%	500	2.1%	575
Co-Advisor-9th	1.3%	350	1.6%	425	1.8%	500	2.1%	575
Co-Advisor-8th	1.1%	300	1.4%	375	1.7%	450	1.9%	525
Co-Advisor-7th	1.1%	300	1.4%	375	1.7%	450	1.9%	525
Co-Advisor-6th	1.1%	300	1.4%	375	1.7%	450	1.9%	525
Yearbook-Advisor	5.1%	1,400	5.5%	1,500	7.0%	1,900	8.4%	2,300
Yearbook-Manager	1.8%	500	2.6%	700	3.7%	1,000	5.1%	1,400
Close-Up	1.8%	500	2.1%	575	2.4%	650	2.7%	725
Newspaper	2.6%	700	2.8%	775	4.0%	1,100	4.8%	1,300
Drama-Advisor	2.6%	700	2.9%	800	3.7%	1,000	4.4%	1,200
Drama-Assistant	2.2%	600	2.5%	675	3.3%	900	3.9%	1,075
Student Government-HS	2.2%	600	2.6%	700	3.7%	1,000	4.4%	1,200
Student Government-MS	1.1%	300	1.3%	350	1.8%	500	2.2%	600
OM-Advisor	5.1%	1,400	5.9%	1,600	7.0%	1,900	8.1%	2,200
OM-Assistant	3.7%	1,000	4.0%	1,100	5.1%	1,400	6.2%	1,700
DECA	2.2%	600	2.9%	800	3.7%	1,000	4.4%	1,200
Ski Club	1.1%	300	1.5%	400	1.8%	500	2.2%	600
Tennis Club	1.5%	400	1.8%	500	2.2%	600	2.6%	700
Honor Society	1.8%	500	2.2%	600	2.6%	700	3.3%	900
Chess Club	0.6%	150	0.8%	225	1.5%	400	1.8%	500
Student Exchange Advisor	1.5%	400	1.8%	500	2.6%	700	3.7%	1,000
Marching Band-Director	14.7%	4,000	15.4%	4,200	17.6%	4,800	19.8%	5,400
Marching Band-Assistant	10.3%	2,800	11.0%	3,000	13.2%	3,600	15.4%	4,200
Marching Band-Percussion	2.6%	700	3.3%	900	5.5%	1,500	7.7%	2,100
FHA	1.8%	500	2.2%	600	3.3%	900	4.4%	1,200
Stage Band	2.2%	600	2.6%	700	3.7%	1,000	4.8%	1,300
Adult Ed Administrator	7.7%	2,100	8.1%	2,200	9.2%	2,500	10.3%	2,800
Driver's Ed *	11.0%	3,000	11.7%	3,200	14.7%	4,000	16.9%	4,600
AV Club	2.9%	800	3.3%	900	4.4%	1,200	5.5%	1,500
AV HS Coordinator	3.7%	1,000	4.4%	1,200	5.5%	1,500	6.2%	1,700
Dept. Chairperson (6-12)								
6 + Members including	2.9%	800	3.5%	950	4.0%	1,100	5.0%	1,350
4 + Members including	2.8%	750	3.3%	900	3.9%	1,050	4.8%	1,300
2 + Members including	2.6%	700	3.1%	850	3.7%	1,000	4.6%	1,250
Summer Music	5.1%	1,400	5.5%	1,500	7.0%	1,900	8.4%	2,300

* Based on 20 Students

APPENDIX "B"
Salamanca City Central School District
Athletic Salary Schedule

\$27,267 as Base Salary 2000-01

Position	Base		2		5		8	
Football - Freshman	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Football - Swing	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Baseball - Swing *	5.2%	1,418	5.5%	1,500	7.5%	2,045	10.0%	2,727
Basketball - Freshman	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Basketball - M.S.	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Basketball - M.S. Girls	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Track - M.S.	5.2%	1,418	5.5%	1,500	7.5%	2,045	10.0%	2,727
Wrestling - M.S.	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Soccer - M.S. Boys	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Cheerleading - Football	5.2%	1,418	5.5%	1,500	7.5%	2,045	10.0%	2,727
Cheerleading - Basketball	5.2%	1,418	5.5%	1,500	7.5%	2,045	10.0%	2,727
Cheerleading - Wrestling	5.2%	1,418	5.5%	1,500	7.5%	2,045	10.0%	2,727
Varsity Football	10.5%	2,863	11.0%	2,999	13.0%	3,545	15.5%	4,226
Varsity Basketball	10.5%	2,863	11.0%	2,999	13.0%	3,545	15.5%	4,226
Varsity Baseball	8.2%	2,236	8.5%	2,318	10.5%	2,863	13.0%	3,545
Varsity Track	8.2%	2,236	8.5%	2,318	10.5%	2,863	13.0%	3,545
Varsity Wrestling	10.5%	2,863	11.0%	2,999	13.0%	3,545	15.5%	4,226
Varsity Softball	8.2%	2,236	8.5%	2,318	10.5%	2,863	13.0%	3,545
Varsity Volleyball	7.2%	1,963	7.5%	2,045	9.5%	2,590	12.0%	3,272
Varsity Bowling	4.2%	1,145	4.5%	1,227	6.5%	1,772	9.0%	2,454
Varsity Golf	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Varsity Swimming	7.2%	1,963	7.5%	2,045	9.5%	2,590	12.0%	3,272
Varsity Tennis	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Cross-Country	7.2%	1,963	7.5%	2,045	9.5%	2,590	12.0%	3,272
LaCrosse	8.2%	2,236	8.5%	2,318	10.5%	2,863	13.0%	3,545
Varsity Soccer	8.2%	2,236	8.5%	2,318	10.5%	2,863	13.0%	3,545
JV Football	7.2%	1,963	7.5%	2,045	9.5%	2,590	12.0%	3,272
JV Basketball	7.2%	1,963	7.5%	2,045	9.5%	2,590	12.0%	3,272
JV Baseball	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
JV Wrestling	7.2%	1,963	7.5%	2,045	9.5%	2,590	12.0%	3,272
JV Softball	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
JV Volleyball	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Varsity Football Assistant	7.2%	1,963	7.5%	2,045	9.5%	2,590	12.0%	3,272
Varsity Track Assistant	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Varsity Swim Assistant	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Varsity Tennis Assistant	4.2%	1,145	4.5%	1,227	6.5%	1,772	9.0%	2,454
Varsity LaCrosse Assistant	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
Varsity Soccer Assistant-JV	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999
M.S. Lacrosse	5.2%	1,418	5.5%	1,500	7.5%	2,045	10.0%	2,727
M.S. Volleyball	5.2%	1,418	5.5%	1,500	7.5%	2,045	10.0%	2,727
Gr. Mod. Swim	6.2%	1,691	6.5%	1,772	8.5%	2,318	11.0%	2,999

*Same as M.S. Track

APPENDIX "B"
Salamanca City Central School District
Co-Curricular Salary Schedule

\$28,270 as Base Salary 2001-02

Position	Base		2		5		8	
Co-Advisor-12th	2.8%	792	3.0%	848	3.3%	933	3.6%	1,018
Co-Advisor-11th	1.5%	424	1.7%	489	2.0%	565	2.3%	650
Co-Advisor-10th	1.3%	368	1.6%	452	1.8%	509	2.1%	594
Co-Advisor-9th	1.3%	368	1.6%	452	1.8%	509	2.1%	594
Co-Advisor-8th	1.1%	311	1.4%	396	1.7%	481	1.9%	537
Co-Advisor-7th	1.1%	311	1.4%	396	1.7%	481	1.9%	537
Co-Advisor-6th	1.1%	311	1.4%	396	1.7%	481	1.9%	537
Yearbook-Advisor	5.1%	1,442	5.5%	1,555	7.0%	1,979	8.4%	2,375
Close-Up	1.8%	509	2.1%	594	2.4%	678	2.7%	763
Newspaper	2.6%	735	2.8%	792	4.0%	1,131	4.8%	1,357
Drama-Advisor	2.6%	735	2.9%	820	3.7%	1,046	4.4%	1,244
Drama-Assistant	2.2%	622	2.5%	707	3.3%	933	3.9%	1,103
Student Government-HS	2.2%	622	2.6%	735	3.7%	1,046	4.4%	1,244
Student Government-MS	1.1%	311	1.3%	368	1.8%	509	2.2%	622
OM-Advisor	5.1%	1,442	5.9%	1,668	7.0%	1,979	8.1%	2,290
OM-Assistant	3.7%	1,046	4.0%	1,131	5.1%	1,442	6.2%	1,753
DECA	2.2%	622	2.9%	820	3.7%	1,046	4.4%	1,244
Ski Club	1.1%	311	1.5%	424	1.8%	509	2.2%	622
Tennis Club	1.5%	424	1.8%	509	2.2%	622	2.6%	735
Honor Society	1.8%	509	2.2%	622	2.6%	735	3.3%	933
Chess Club	0.6%	170	0.8%	226	1.5%	424	1.8%	517
Student Exchange Advisor	1.5%	424	1.8%	509	2.6%	735	3.7%	1,046
Marching Band-Director	14.7%	4,156	15.4%	4,354	17.6%	4,976	19.8%	5,597
Marching Band-Assistant	10.3%	2,912	11.0%	3,110	13.2%	3,732	15.4%	4,354
Marching Band-Percussion	2.6%	735	3.3%	933	5.5%	1,555	7.7%	2,177
FHA	1.8%	509	2.2%	622	3.3%	933	4.4%	1,244
Stage Band	2.2%	622	2.6%	735	3.7%	1,046	4.8%	1,357
Adult Ed Administrator	7.7%	2,177	8.1%	2,290	9.2%	2,601	10.3%	2,912
Driver's Ed *	11.0%	3,110	11.7%	3,308	14.7%	4,156	16.9%	4,778
AV Club	2.9%	820	3.3%	933	4.4%	1,244	5.5%	1,555
AV HS Coordinator	3.7%	1,046	4.4%	1,244	5.5%	1,555	6.2%	1,753
Dept. Chairperson (6-12)								
6 + Members including	2.9%	820	3.5%	989	4.0%	1,131	5.0%	1,414
4 + Members including	2.8%	792	3.3%	933	3.9%	1,103	4.8%	1,357
2 + Members including	2.6%	735	3.1%	876	3.7%	1,046	4.6%	1,300
Summer Music	5.1%	1,442	5.5%	1,555	7.0%	1,979	8.4%	2,375

* Based on 20 Students

APPENDIX "B"
Salamanca City Central School District
Athletic Salary Schedule

\$28,270 as Base Salary 2001-02

Position	Base		2		5		8	
Football - Freshman	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Football - Swing	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Baseball - Swing *	5.2%	1,470	5.5%	1,555	7.5%	2,120	10.0%	2,827
Basketball - Freshman	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Basketball - M.S.	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Basketball - M.S. Girls	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Track - M.S.	5.2%	1,470	5.5%	1,555	7.5%	2,120	10.0%	2,827
Wrestling - M.S.	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Soccer - M.S. Boys	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Cheerleading - Football	5.2%	1,470	5.5%	1,555	7.5%	2,120	10.0%	2,827
Cheerleading - Basketball	5.2%	1,470	5.5%	1,555	7.5%	2,120	10.0%	2,827
Cheerleading - Wrestling	5.2%	1,470	5.5%	1,555	7.5%	2,120	10.0%	2,827
Varsity Football	10.5%	2,968	11.0%	3,110	13.0%	3,675	15.5%	4,382
Varsity Basketball	10.5%	2,968	11.0%	3,110	13.0%	3,675	15.5%	4,382
Varsity Baseball	8.2%	2,318	8.5%	2,403	10.5%	2,968	13.0%	3,675
Varsity Track	8.2%	2,318	8.5%	2,403	10.5%	2,968	13.0%	3,675
Varsity Wrestling	10.5%	2,968	11.0%	3,110	13.0%	3,675	15.5%	4,382
Varsity Softball	8.2%	2,318	8.5%	2,403	10.5%	2,968	13.0%	3,675
Varsity Volleyball	7.2%	2,035	7.5%	2,120	9.5%	2,686	12.0%	3,392
Varsity Bowling	4.2%	1,187	4.5%	1,272	6.5%	1,838	9.0%	2,544
Varsity Golf	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Varsity Swimming	7.2%	2,035	7.5%	2,120	9.5%	2,686	12.0%	3,392
Varsity Tennis	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Cross-Country	7.2%	2,035	7.5%	2,120	9.5%	2,686	12.0%	3,392
LaCrosse	8.2%	2,318	8.5%	2,403	10.5%	2,968	13.0%	3,675
Varsity Soccer	8.2%	2,318	8.5%	2,403	10.5%	2,968	13.0%	3,675
JV Football	7.2%	2,035	7.5%	2,120	9.5%	2,686	12.0%	3,392
JV Basketball	7.2%	2,035	7.5%	2,120	9.5%	2,686	12.0%	3,392
JV Baseball	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
JV Wrestling	7.2%	2,035	7.5%	2,120	9.5%	2,686	12.0%	3,392
JV Softball	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
JV Volleyball	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Varsity Football Assistant	7.2%	2,035	7.5%	2,120	9.5%	2,686	12.0%	3,392
Varsity Track Assistant	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Varsity Swim Assistant	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Varsity Tennis Assistant	4.2%	1,187	4.5%	1,272	6.5%	1,838	9.0%	2,544
Varsity LaCrosse Assistant	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
Varsity Soccer Assistant JV	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110
M.S. Lacrosse - Modified	5.2%	1,470	5.5%	1,555	7.5%	2,120	10.0%	2,827
M.S. Volleyball - Modified	5.2%	1,470	5.5%	1,555	7.5%	2,120	10.0%	2,827
Gr. Modified Swim	6.2%	1,753	6.5%	1,838	8.5%	2,403	11.0%	3,110

*Same as M.S. Track

APPENDIX "C"
EXTRA DUTIES
SALARY SCHEDULE & HOURLY RATES
July 1, 1999 to June 30, 2002

<u>Extra Duties</u>	<u>1999-2000</u>	<u>2000-2001</u>	<u>2001-2002</u>
Teachers	\$ 17/hour	\$ 17/hour	\$20/hour
Teacher Assistants	\$ 17/hour	\$ 13/hour	\$14/hour

High School Summer School Courses will be compensated at a rate of \$1,450 per course.

High School Summer School Driver Education: Each teacher teaches one (1) classroom plus road groups of four (4) students each. Thus, with these student numbers:

<u>Students</u>	<u>Road Groups</u>	<u>Class Groups</u>	<u>Total Groups</u>
1-4	1	1	2
5-8	2	1	3
9-12	3	1	4
13-16	4	1	5
17-20	5	1	6*
21-24	6	1	7
25-28	7	1	8
29-32	8	1	9

*The salary is based on 20 students = six groups. Five groups would be 1/6 less pay (13-16 students). Seven groups would be 1/6 more pay (21-24 students).

OM Compensation Package. Beyond the regular season, Advisors will be compensated in the following manner:

States: Advisor and Assistant Advisor will receive the same stipend - \$300 for 1-3 teams, \$100 per team for every team beyond three (3).

Worlds: One team with the competition being held during the week not involving a Saturday or Sunday, the stipend will be \$700. There will be an additional stipend of \$300 per team. If the competition involves both Saturday and/or Sunday, a one-team stipend will be \$900 and \$400 for each additional team.

OM Compensation Package (continued)

The Assistant Advisor working with the Advisor but not having their own team will receive a \$200 stipend when the competition does not involve a Saturday or Sunday. If the Assistant Advisor has a team going, it will be \$400 not involving Saturday or Sunday and \$600 if it involves the weekend or either day.

Advisors prior to 1998 will be grandfathered at the 1998 stipend rate.

AIS Compensation for 2001-02 will be \$30 per hour for a maximum of fifteen students.

Chaperones: Away Spectator Buses

\$ 45 All assignments unless noted otherwise
 \$ 50 Buffalo
 \$ 65 Rochester
 \$100 Syracuse

Music Department Chaperones:

All County, Area All-State, All State, Solo Festival
 \$ 45 Half-day
 \$ 85 All day
 \$ 30 Concerts, Musicals, Plays

Ticket Takers:

Football	\$ 30 per game
Basketball	\$ 20 per game
Basketball/Football Timer	\$ 20 per game
Films	\$ 20 per game
Basketball/Football Scorekeeper	\$ 20 per game
Game Supervisor: Basketball	\$ 20 per game
Football	\$ 30 per game
Dance Chaperone	\$ 50

Assistant to the Athletic Director will receive \$4,800 for the 2001-02 school year.

K-8 Grade Level Chairperson

2000-01	\$300 stipend
2001-02	\$400 stipend

APPENDIX "D"
GRIEVANCE FORM

To _____ (Superintendent or designee)

From _____ (Grievant)*

Date Submitted: _____

(1) I presented this grievance orally to my supervisor,

_____, on _____

(2) Summary of facts out of which grievance arises including

District action to which grievant objects: _____

(3) Paragraph number(s) of paragraph(s), which grievant believes, was

violated by situation described in (2) above: _____

(4) Action which grievant seeks to have District take to correct

the situation: _____

Grievant's Signature

*

*If there is more than one grievant, name of each must be listed on other side and each must sign on other side.

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Ann Marie Anderson,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	18	
Service Yr Toward Long Service	24	
Years Teaching in District	12.3	
Degree	M	
Current Grad Hrs To Date	50	
2000-01 True Base Salary		44587.00
2001-2002 BASE INCREASE AMT		2058.00
2001-02 True Base Salary		46645.00
2001-02 Base Contract Salary		46645.00
Current Grad Hrs X \$55.00		2750.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		51295.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	51295.00	
FICA	3862.8675	
RETIREMENT	184.6620	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		800.00
GRAND TOTAL SALARY AND FRINGE	64646.5295	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Carol Anderson,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	22	
Service Yr Toward Long Service	29	
Years Teaching in District	28	
Degree	M	
Current Grad Hrs To Date	44	
2000-01 True Base Salary		49067.00
2001-2002 BASE INCREASE AMT		2078.00
2001-02 True Base Salary		51145.00
2001-02 Base Contract Salary		51145.00
Current Grad Hrs X \$55.00		2420.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		56215.00
LANGUAGE DEPT CHAIRMAN 1ST YR		820.000
EXCH. STUD. DIRECTOR 20TH YR		1306.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	58341.000
FICA	4463.0865
RETIREMENT	210.0276
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	72254.1141

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear L SHAMRON ANDERSON,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	08	
Service Yr Toward Long Service	08	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	34	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		35395.00
2001-02 True Base Salary		35395.00
2001-02 Base Contract Salary		35395.00
Current Grad Hrs X \$55.00		1870.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		37815.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		37815.00
FICA		2737.8983
RETIREMENT		136.1340
HOSPITALIZATION		4200.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		2025.48
GRAND TOTAL SALARY AND FRINGE		44953.0323

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JENNIFER BALDWIN,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	03	
Years Teaching in District	02	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	32800.00
FICA	2509.2000
RETIREMENT	118.0800
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	44731.2800

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Penny Beattie,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	14	
Years Teaching in District	12.4	
Degree	M	
Current Grad Hrs To Date	43	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		2365.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		41685.00
5TH GR TEAM LEADER 1ST YR		400.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	42085.00	
FICA	3178.4985	
RETIREMENT	151.5060	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		536.00
GRAND TOTAL SALARY AND FRINGE	54719.0045	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Geraldine Bierfeldt,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	21	
Service Yr Toward Long Service	27	
Years Teaching in District	26	
Degree	B	
Current Grad Hrs To Date	51	
2000-01 True Base Salary		47947.00
2001-2002 BASE INCREASE AMT		2073.00
2001-02 True Base Salary		50020.00
2001-02 Base Contract Salary		50020.00
Current Grad Hrs X \$55.00		2805.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		54925.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	54925.00
FICA	4201.7625
RETIREMENT	197.7300
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	68628.4925

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Tawnee Bocharski,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	08	
Service Yr Toward Long Service	09	
Years Teaching in District	07	
Degree	M	
Current Grad Hrs To Date	31	
2000-01 True Base Salary		33387.00
2001-2002 BASE INCREASE AMT		2008.00
2001-02 True Base Salary		35395.00
2001-02 Base Contract Salary		35395.00
Current Grad Hrs X \$55.00		1705.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		37650.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	37650.00	
FICA	2727.2250	
RETIREMENT	135.5400	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		2000.00
GRAND TOTAL SALARY AND FRINGE	49816.7650	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear TONIA BONAFEDE,

Teaching Certification: PERMANENT (11/1/99)

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	03	
Years Teaching in District	01.8	
Degree	M	
Current Grad Hrs To Date	51	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		2805.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		33625.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	33625.00
FICA	2572.3125
RETIREMENT	121.0500
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	1001.38
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	45100.1825

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear PAMELA BOOTH,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02
Service Yr Toward Long Service	02
Years Teaching in District	01
Degree	B
Current Grad Hrs To Date	
2000-01 True Base Salary	28270.00
2001-2002 BASE INCREASE AMT	1000.00
2001-02 True Base Salary	29270.00
2001-02 Base Contract Salary	29270.00
Current Grad Hrs X \$55.00	
Masters Degree at \$550.00	
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	29270.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	29270.00
FICA	2239.1550
RETIREMENT	105.3720
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	31614.5270

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JANINE BOWEN,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	M-2	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		1100.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31350.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31350.00
FICA	2398.2750
RETIREMENT	112.8600
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	33861.1350

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear STACY BROL,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	03	
Years Teaching in District		
Degree	B	
Current Grad Hrs To Date	27	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		30270.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		1485.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31755.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31755.00
FICA	2429.2575
RETIREMENT	114.3180
HOSPITALIZATION	2174.52
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	36537.0955

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear DANIEL BROOKS,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02
Service Yr Toward Long Service	02
Years Teaching in District	01
Degree	B
Current Grad Hrs To Date	
2000-01 True Base Salary	28270.00
2001-2002 BASE INCREASE AMT	1000.00
2001-02 True Base Salary	29270.00
2001-02 Base Contract Salary	29270.00
Current Grad Hrs X \$55.00	
Masters Degree at \$550.00	
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	29270.00
ALREADY ADVANCED	

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	29270.00
FICA	2239.1550
RETIREMENT	105.3720
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	31614.5270

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear CARRIE BROWN,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District	01	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		27267.00
2001-2002 BASE INCREASE AMT		2003.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31800.00
FICA	2432.7000
RETIREMENT	114.4800
HOSPITALIZATION	2732.88
FLEX PLAN-Dist. Contribution	64.74
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	37144.8000

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Michael Calabro,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	20	
Years Teaching in District	18.5	
Degree	M	
Current Grad Hrs To Date	90	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		4950.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		49370.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	49370.00
FICA	3776.8050
RETIREMENT	177.7320
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	62564.5370

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear KELLY CALARCO,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	04	
Years Teaching in District	02	
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.000
2001-02 True Base Salary		30270.000
2001-02 Base Contract Salary		30270.000
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32470.000

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	32470.000
FICA	2483.9550
RETIREMENT	116.8920
HOSPITALIZATION	4200.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	39270.8470

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Robin Carlson,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	19	
Service Yr Toward Long Service	25	
Years Teaching in District	24	
Degree	B	
Current Grad Hrs To Date	40	
2000-01 True Base Salary		45707.00
2001-2002 BASE INCREASE AMT		2063.00
2001-02 True Base Salary		47770.00
2001-02 Base Contract Salary		47770.00
Current Grad Hrs X \$55.00		2200.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		52070.00
3RD GRADE TEAM LEADER		400.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	52470.00	
FICA	4006.3050	
RETIREMENT	188.8920	
HOSPITALIZATION	4200.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		100.00
GRAND TOTAL SALARY AND FRINGE	60929.1970	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Kathleen Caruso,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	08	
Service Yr Toward Long Service	09	
Years Teaching in District	08.6	
Degree	M	
Current Grad Hrs To Date	44	
2000-01 True Base Salary		33387.00
2001-2002 BASE INCREASE AMT		2008.00
2001-02 True Base Salary		35395.00
2001-02 Base Contract Salary		35395.00
Current Grad Hrs X \$55.00		2420.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		38365.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	38365.00
FICA	2934.9225
RETIREMENT	138.1140
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	50742.0365

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear DANIELLE CERTO,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	44	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		2420.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31240.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31240.00
FICA	2389.8600
RETIREMENT	112.4640
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	33742.3240

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear ANN CHAMBERLAIN,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03
Service Yr Toward Long Service	03
Years Teaching in District	
Degree	B
Current Grad Hrs To Date	65
2000-01 True Base Salary	
2001-2002 BASE INCREASE AMT	30270.00
2001-02 True Base Salary	30270.00
2001-02 Base Contract Salary	30270.00
Current Grad Hrs X \$55.00	3575.00
Masters Degree at \$550.00	550.00
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	34395.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34395.00
FICA	2631.2175
RETIREMENT	123.8220
HOSPITALIZATION	5849.52
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	43063.5595

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Elizabeth Christatos-Newburg,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	17	
Service Yr Toward Long Service	22	
Years Teaching in District	13.6	
Degree	M	
Current Grad Hrs To Date	90	
2000-01 True Base Salary		43467.00
2001-2002 BASE INCREASE AMT		2053.00
2001-02 True Base Salary		45520.00
2001-02 Base Contract Salary		45520.00
Current Grad Hrs X \$55.00		4950.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		52370.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	52370.00
FICA	4006.3050
RETIREMENT	188.5320
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	65868.8370

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Walter Clopp,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	26	
Service Yr Toward Long Service	34	
Years Teaching in District	32.5	
Degree	M	
Current Grad Hrs To Date	50	
2000-01 True Base Salary		53207.00
2001-2002 BASE INCREASE AMT		2300.00
2001-02 True Base Salary		55507.00
2001-02 Base Contract Salary		55507.00
Current Grad Hrs X \$55.00		2750.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		60907.00
ENGLISH DEPT HEAD 3rd YR		1134.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	62041.00
FICA	4746.1365
RETIREMENT	223.3476
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	76250.4841

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear LORETTA CLOSE,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		29270.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31800.00
FICA	2432.7000
RETIREMENT	114.4800
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	34347.1800

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Ryan Cole,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	06	
Service Yr Toward Long Service	07	
Years Teaching in District	05	
Degree	M	
Current Grad Hrs To Date	49	
2000-01 True Base Salary		31147.00
2001-2002 BASE INCREASE AMT		2123.00
2001-02 True Base Salary		33270.00
2001-02 Base Contract Salary		33270.00
Current Grad Hrs X \$55.00		2695.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		36515.00
MID SCH 7TH GR ADV 4TH YR		832.00
HEALTH INS BUYOUT		800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	38147.00
FICA	2918.2455
RETIREMENT	137.3292
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	41202.5747

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Bonnie Coppersmith,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	18	
Service Yr Toward Long Service	24	
Years Teaching in District	12.5	
Degree	M	
Current Grad Hrs To Date	75	
2000-01 True Base Salary		44587.00
2001-2002 BASE INCREASE AMT		2058.00
2001-02 True Base Salary		46645.00
2001-02 Base Contract Salary		46645.00
Current Grad Hrs X \$55.00		4125.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		52670.00
Dir. Library Serv. 14th yr		1355.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	54025.00
FICA	4132.9125
RETIREMENT	194.4900
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	67656.4025

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear William Crouse,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	10	
Service Yr Toward Long Service	13	
Years Teaching in District	10.5	
Degree		
Current Grad Hrs To Date	01	
2000-01 True Base Salary		35627.00
2001-2002 BASE INCREASE AMT		2018.00
2001-02 True Base Salary		37645.00
2001-02 Base Contract Salary		37645.00
Current Grad Hrs X \$55.00		55.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		37700.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	37700.00
FICA	2884.0500
RETIREMENT	135.7200
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	49959.7700

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Terry DeBoy,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	04	
Service Yr Toward Long Service	05	
Years Teaching in District	04	
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		29207.00
2001-2002 BASE INCREASE AMT		2063.00
2001-02 True Base Salary		31270.00
2001-02 Base Contract Salary		31270.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		33470.00
MID SCH BOYS 8TH GR BASKET 5TH YR		
		2403.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	35873.00	
FICA	2721.3345	
RETIREMENT	129.1428	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		300.00
GRAND TOTAL SALARY AND FRINGE	48027.4773	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Diane Dietrich,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	17	
Service Yr Toward Long Service	23	
Years Teaching in District	21	
Degree	B	
Current Grad Hrs To Date	44	
2000-01 True Base Salary		43467.00
2001-2002 BASE INCREASE AMT		2053.00
2001-02 True Base Salary		45520.00
2001-02 Base Contract Salary		45520.00
Current Grad Hrs X \$55.00		2420.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		49290.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		49290.00
FICA		3744.9810
RETIREMENT		211.9470
HOSPITALIZATION		
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		336.00
GRAND TOTAL SALARY AND FRINGE		53310.9280

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Geoffrey Dietrich,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	17	
Service Yr Toward Long Service	23	
Years Teaching in District	22	
Degree	B	
Current Grad Hrs To Date	50	
2000-01 True Base Salary		43467.00
2001-2002 BASE INCREASE AMT		2053.00
2001-02 True Base Salary		45520.00
2001-02 Base Contract Salary		45520.00
Current Grad Hrs X \$55.00		2750.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		49620.00
SCIENCE DEPT HEAD 1ST YR		820.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	50440.00	
FICA	3840.6060	
RETIREMENT	181.5840	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		236.00
GRAND TOTAL SALARY AND FRINGE	63766.1900	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear DAVID DOTY,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01
Service Yr Toward Long Service	01
Years Teaching in District	
Degree	B
Current Grad Hrs To Date	
2000-01 True Base Salary	
2001-2002 BASE INCREASE AMT	28270.00
2001-02 True Base Salary	28270.00
2001-02 Base Contract Salary	28270.00
Current Grad Hrs X \$55.00	
Masters Degree at \$550.00	
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	28270.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	28270.00
FICA	2162.6550
RETIREMENT	101.7720
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	30534.4270

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Kim Dry,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	07	
Service Yr Toward Long Service	08	
Years Teaching in District	07, *04	
Degree	M	
Current Grad Hrs To Date	37	
2000-01 True Base Salary		32267.00
2001-2002 BASE INCREASE AMT		2003.00
2001-02 True Base Salary		34270.00
2001-02 Base Contract Salary		34270.00
Current Grad Hrs X \$55.00		2035.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		36855.00
HEALTH INS BUYOUT		800.00
AD ED ADMIN 2ND YR		2290.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	39945.00
FICA	3055.7925
RETIREMENT	143.8020
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	43208.5945

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Michael DuPont,

Teaching Certification: PROVISIONAL

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	04	
Years Teaching in District	03	
Degree	B	
Current Grad Hrs To Date	27	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		1485.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31755.00
MIDD SCH STUD COUNCIL 2nd YR		478.00
7TH GRA TEAM LEADER 1ST YR		400.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	32633.00	
FICA	2456.2620	
RETIREMENT	117.4788	
HOSPITALIZATION	5849.52	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		525.00
GRAND TOTAL SALARY AND FRINGE	41120.2608	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Alicia Eade,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	05	
Service Yr Toward Long Service	06	
Years Teaching in District	05	
Degree	M	
Current Grad Hrs To Date	90	
2000-01 True Base Salary		30177.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		32270.00
2001-02 Base Contract Salary		32270.00
Current Grad Hrs X \$55.00		4950.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		37770.00
MID SCH 6TH GR ADV 4TH YR		832.00
MID SCH YR BK ADV 3RD YR		1555.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		40157.00
FICA		3019.5315
RETIREMENT		144.5652
HOSPITALIZATION		4200.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		686.00
GRAND TOTAL SALARY AND FRINGE		47585.0967

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Elaine Elsen,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	10	
Service Yr Toward Long Service	11	
Years Teaching in District	09.5	
Degree	B	
Current Grad Hrs To Date	02	
2000-01 True Base Salary		35627.00
2001-2002 BASE INCREASE AMT		2018.00
2001-02 True Base Salary		37645.00
2001-02 Base Contract Salary		37645.00
Current Grad Hrs X \$55.00		110.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		37755.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	37755.00
FICA	2888.2575
RETIREMENT	135.9180
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	1001.38
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	49560.9955

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Debra Eysaman,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	18	
Service Yr Toward Long Service	24	
Years Teaching in District	23	
Degree	M	
Current Grad Hrs To Date	50	
2000-01 True Base Salary		44587.00
2001-2002 BASE INCREASE AMT		2058.00
2001-02 True Base Salary		46645.00
2001-02 Base Contract Salary		46645.00
Current Grad Hrs X \$55.00		2750.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		51295.00
MATH DEPARTMENT HEAD 5th YR		1267.00
11TH GR ADVISOR 4TH YR-NEW		978.00
NAT HONOR SOCIETY 1ST YR		509.00
HEALTH INS BUYOUT		800.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		54849.00
FICA		4124.3445
RETIREMENT		197.4564
HOSPITALIZATION		
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		936.00
GRAND TOTAL SALARY AND FRINGE		59234.8009

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MEREDITH FRIES-ISAAC,

Teaching Certification: PROVISIONAL

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	05	
Service Yr Toward Long Service	06	
Years Teaching in District	04.8	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		30177.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		32270.00
2001-02 Base Contract Salary		32270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34800.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		34800.00
FICA		2646.9000
RETIREMENT		125.2800
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		1498.66
FLEX PLAN-Employee Contrib from Salary		200.00
GRAND TOTAL SALARY AND FRINGE		48310.8400

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear CRYSTAL GEARY,

Teaching Certification: PROVISIONAL EXPIRES 11/2004

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	04	
Years Teaching in District	02.8	
Degree	B	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31920.00
2001 SUMMER MUSIC		1536.00
ASST DRAMA ADV 3RD YR		707.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34163.00
FICA	2613.4695
RETIREMENT	122.9868
HOSPITALIZATION	4200.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	41099.4563

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear STEPHEN GRABOWSKI,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	21	
Service Yr Toward Long Service	27	
Years Teaching in District	25.5	
Degree	B	
Current Grad Hrs To Date	40	
2000-01 True Base Salary		47947.00
2001-2002 BASE INCREASE AMT		2073.00
2001-02 True Base Salary		50020.00
2001-02 Base Contract Salary		50020.00
Current Grad Hrs X \$55.00		2200.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		54320.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	54320.00
FICA	4155.4800
RETIREMENT	195.5520
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	67911.0320

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear CHANDA GREY,

Teaching Certification: PROVISIONAL EXPIRES 2004

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	03	
Years Teaching in District	01.5	
Degree	M	
Current Grad Hrs To Date	51	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		2805.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		33625.00
1/2 WRESTLING CHEERLEADER 2ND YR		
		777.50
WITH CONNIE ARENA		
1/2 FOOTBALL CHEERLEADER 1ST YR		
		735.00
WITH CONNIE ARENA		
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		35137.50
FICA		2688.0188
RETIREMENT		126.4950
HOSPITALIZATION		4200.00
FLEX PLAN-Dist. Contribution		
FLEX PLAN-Employee Contrib from Salary		
GRAND TOTAL SALARY AND FRINGE		42152.0138

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Gary Gilbert,

Teaching Certification: PROVISIONAL

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	07	
Service Yr Toward Long Service	08	
Years Teaching in District	05	
Degree	M	
Current Grad Hrs To Date	44	
2000-01 True Base Salary		32267.00
2001-2002 BASE INCREASE AMT		2003.00
2001-02 True Base Salary		34270.00
2001-02 Base Contract Salary		34270.00
Current Grad Hrs X \$55.00		2420.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		37240.00
Mid Sch 8th Gr Adv 6th Yr.		962.00
Asst. JV Wrestling Coach 6th yr		2686.00
8TH GR TEAM LEADER 2ND YR		400.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	41288.00
FICA	3158.5320
RETIREMENT	148.6368
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	53899.1688

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear BRENDA GREEN,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02

Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		30470.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	30470.00
FICA	2330.9550
RETIREMENT	109.6920
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	32910.6470

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear GARY GRUVER,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	25+	
Service Yr Toward Long Service	35	
Years Teaching in District	33	
Degree	M	
Current Grad Hrs To Date	43	
2000-01 True Base Salary		55085.00
2001-2002 BASE INCREASE AMT		2300.00
2001-02 True Base Salary		57385.00
2001-02 Base Contract Salary		57385.00
Current Grad Hrs X \$55.00		2365.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		62400.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	62400.00
FICA	4773.6000
RETIREMENT	224.6400
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	76702.2400

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Eleanor Harvey,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	14	
Years Teaching in District	12.7	
Degree	M	
Current Grad Hrs To Date	50	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		2750.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		42070.00
HEALTH INS BUYOUT		800.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	42070.00	
FICA	3215.6010	
RETIREMENT	180.9010	
HOSPITALIZATION		
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		36.00
GRAND TOTAL SALARY AND FRINGE	54086.5020	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Lori Hensel,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	10	
Service Yr Toward Long Service	11	
Years Teaching in District	10.8	
Degree	M	
Current Grad Hrs To Date	42	
2000-01 True Base Salary		35627.00
2001-2002 BASE INCREASE AMT		2018.00
2001-02 True Base Salary		37645.00
2001-02 Base Contract Salary		37645.00
Current Grad Hrs X \$55.00		2310.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		40505.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	40505.00	
FICA	3004.9200	
RETIREMENT	145.8180	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		1225.00
GRAND TOTAL SALARY AND FRINGE	52959.7380	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Carol Herbach,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	21	
Years Teaching in District	19.5	
Degree	M	
Current Grad Hrs To Date	66	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		3630.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		48800.00
1ST GR TEAM LEADER 2ND YR		400.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	49200.00	
FICA	3748.5000	
RETIREMENT	177.1200	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		200.00
GRAND TOTAL SALARY AND FRINGE	62429.6200	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Phyllis Herrick,

Teaching Certification: PROVISIONAL

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	05	
Service Yr Toward Long Service	06	
Years Teaching in District	04.4, *8	
Degree	M	
Current Grad Hrs To Date	42	
2000-01 True Base Salary		30177.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		32270.00
2001-02 Base Contract Salary		32270.00
Current Grad Hrs X \$55.00		2310.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		35130.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	35130.00
FICA	2687.4450
RETIREMENT	126.4680
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	1001.38
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	46725.7330

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MICHELLE HILL,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	05	
Service Yr Toward Long Service	06	
Years Teaching in District	05	
Degree	M	
Current Grad Hrs To Date	37	
2000-01 True Base Salary		30177.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		32270.00
2001-02 Base Contract Salary		32270.00
Current Grad Hrs X \$55.00		2035.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34855.00
YEARBOOK ADV 3RD YR		1555.00
WARRIOR ADV 3RD YR		792.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	37202.00
FICA	2845.9530
RETIREMENT	133.9272
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	49421.8802

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Diane Hogan,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	25	
Service Yr Toward Long Service	32	
Years Teaching in District	31	
Degree	M	
Current Grad Hrs To Date	37	
2000-01 True Base Salary		52172.00
2001-2002 BASE INCREASE AMT		2123.00
2001-02 True Base Salary		54295.00
2001-02 Base Contract Salary		54295.00
Current Grad Hrs X \$55.00		2035.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		58980.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	58980.00	
FICA	4473.7200	
RETIREMENT	212.3280	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		500.00
GRAND TOTAL SALARY AND FRINGE	72970.0480	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Pamela Hogan,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	21	
Service Yr Toward Long Service	28	
Years Teaching in District	27	
Degree	B	
Current Grad Hrs To Date	52	
2000-01 True Base Salary		47947.00
2001-2002 BASE INCREASE AMT		2073.00
2001-02 True Base Salary		50020.00
2001-02 Base Contract Salary		50020.00
Current Grad Hrs X \$55.00		2860.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		54980.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		54980.00
FICA		4183.0200
RETIREMENT		197.9280
HOSPITALIZATION		7780.44
FLEX PLAN-Dist. Contribution		741.88
FLEX PLAN-Employee Contrib from Salary		300.00
GRAND TOTAL SALARY AND FRINGE		67883.2680

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear DONA INGERSON,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		29270.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31470.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31470.00
FICA	2407.4550
RETIREMENT	113.2920
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	33990.7470

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear GENE JANKOWSKI,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	09	
Service Yr Toward Long Service	09	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	33	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		36520.00
2001-02 True Base Salary		36520.00
2001-02 Base Contract Salary		36520.00
Current Grad Hrs X \$55.00		1815.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		38885.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	38885.00
FICA	2974.7025
RETIREMENT	139.9860
HOSPITALIZATION	2174.52
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	44238.2085

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear SUZANNE JOHN,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	08	
Service Yr Toward Long Service	09	
Years Teaching in District	05.4	
Degree	M	
Current Grad Hrs To Date	51	
2000-01 True Base Salary		33387.00
2001-2002 BASE INCREASE AMT		2008.00
2001-02 True Base Salary		35395.00
2001-02 Base Contract Salary		35395.00
Current Grad Hrs X \$55.00		2805.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		38750.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	38750.00
FICA	2964.3750
RETIREMENT	139.5000
HOSPITALIZATION	2174.52
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	44092.3950

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear LINDA JOHNSON-DAVIS,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District	01	
Degree	M	
Current Grad Hrs To Date	51	
2000-01 True Base Salary		27267.00
2001-2002 BASE INCREASE AMT		2003.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		2805.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32625.00
INS. BUYOUT		800.00
50% TITLE I		
20% UNIVERSAL PRE-K		
20% SP ED GRANT 024		
10% GENL GUID 2810		
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		33425.00
FICA		2557.0125
RETIREMENT		120.3300
HOSPITALIZATION		
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		
GRAND TOTAL SALARY AND FRINGE		36166.3425

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Karen Kaye,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	12	
Service Yr Toward Long Service	17	
Years Teaching in District	15.3	
Degree	B	
Current Grad Hrs To Date	41	
2000-01 True Base Salary		37867.00
2001-2002 BASE INCREASE AMT		2028.00
2001-02 True Base Salary		39895.00
2001-02 Base Contract Salary		39895.00
Current Grad Hrs X \$55.00		2255.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		42750.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		42750.00
FICA		3247.4250
RETIREMENT		153.9000
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		300.00
GRAND TOTAL SALARY AND FRINGE		55455.3250

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear AMY KELLOGG,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	04	
Years Teaching in District	03	
Degree	M	
Current Grad Hrs To Date	42	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		2310.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		33130.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	33130.00	
FICA	2510.3475	
RETIREMENT	119.2680	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		315.00
GRAND TOTAL SALARY AND FRINGE	45063.6155	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear KARA M KLOSS,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03
Service Yr Toward Long Service	03
Years Teaching in District	
Degree	B
Current Grad Hrs To Date	
2000-01 True Base Salary	
2001-2002 BASE INCREASE AMT	30270.00
2001-02 True Base Salary	30270.00
2001-02 Base Contract Salary	30270.00
Current Grad Hrs X \$55.00	
Masters Degree at \$550.00	
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	30270.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	30270.00
FICA	2315.6550
RETIREMENT	108.9720
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	32694.6270

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear KARI KLOSS,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01
Service Yr Toward Long Service	01
Years Teaching in District	
Degree	B
Current Grad Hrs To Date	
2000-01 True Base Salary	
2001-2002 BASE INCREASE AMT	28270.00
2001-02 True Base Salary	28270.00
2001-02 Base Contract Salary	28270.00
Current Grad Hrs X \$55.00	
Masters Degree at \$550.00	
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	28270.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	28270.00
FICA	2162.6550
RETIREMENT	101.7720
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	30534.4270

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MARION KORNACKI,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		30800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	30800.00
FICA	2356.2000
RETIREMENT	110.8800
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	33267.0800

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Lee Kronert,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	20	
Years Teaching in District	12	
Degree	M	
Current Grad Hrs To Date	33	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		1815.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		46235.00
MID SCH 8TH BOYBASKETB 12TH YR		
		3110.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	49345.00	
FICA	3687.9885	
RETIREMENT	177.6420	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		1136.00
GRAND TOTAL SALARY AND FRINGE	62514.6305	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Tamera Krotje,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	14	
Years Teaching in District	13	
Degree	M	
Current Grad Hrs To Date	38	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		2090.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		41410.00
Gr J.V. BASKETB COACH 15TH YR		
		3392.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	44802.00	
FICA	3403.2555	
RETIREMENT	161.2872	
HOSPITALIZATION	4200.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		315.00
GRAND TOTAL SALARY AND FRINGE	52630.5427	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear TRACI KUZMA,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01
Service Yr Toward Long Service	01
Years Teaching in District	
Degree	B
Current Grad Hrs To Date	
2000-01 True Base Salary	
2001-2002 BASE INCREASE AMT	28270.00
2001-02 True Base Salary	28270.00
2001-02 Base Contract Salary	28270.00
Current Grad Hrs X \$55.00	
Masters Degree at \$550.00	
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	28270.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	28270.00
FICA	2162.6550
RETIREMENT	101.7720
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	30534.4270

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear TERRA LA CROIX,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	03	
Years Teaching in District	02	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	32800.00
FICA	2509.2000
RETIREMENT	118.0800
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	44731.2800

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Catherine Lacy,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	23	
Service Yr Toward Long Service	30	
Years Teaching in District	29	
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		50102.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		52195.00
2001-02 Base Contract Salary		52195.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		56495.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		56495.00
FICA		4306.5675
RETIREMENT		203.3820
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		200.00
GRAND TOTAL SALARY AND FRINGE		70308.9495

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Laurie Lafferty-John,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	10	
Service Yr Toward Long Service	12	
Years Teaching in District	11	
Degree	M	
Current Grad Hrs To Date	38	
2000-01 True Base Salary		35627.00
2001-2002 BASE INCREASE AMT		2018.00
2001-02 True Base Salary		37645.00
2001-02 Base Contract Salary		37645.00
Current Grad Hrs X \$55.00		2090.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		40285.00
GR VAR SWIM COACH 11TH YR		3392.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	43677.00	
FICA	3303.0405	
RETIREMENT	157.2372	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		500.00
GRAND TOTAL SALARY AND FRINGE	56441.2777	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Karen Langworthy,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	19	
Service Yr Toward Long Service	25	
Years Teaching in District	24	
Degree	M	
Current Grad Hrs To Date	37	
2000-01 True Base Salary		45707.00
2001-2002 BASE INCREASE AMT		2063.00
2001-02 True Base Salary		47770.00
2001-02 Base Contract Salary		47770.00
Current Grad Hrs X \$55.00		2035.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		52455.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	52455.00	
FICA	3997.5075	
RETIREMENT	188.8380	
HOSPITALIZATION	7780.44	
FLEX PLAN-Dist. Contribution	741.88	
FLEX PLAN-Employee Contrib from Salary		200.00
GRAND TOTAL SALARY AND FRINGE	65163.6655	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Christine Leavor,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	14	
Years Teaching in District	13	
Degree	M	
Current Grad Hrs To Date	45	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		2475.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		41795.00
4TH GR TEAM LEADER 2ND YR		400.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	42195.00
FICA	3227.9175
RETIREMENT	151.9020
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	741.88
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	54097.1395

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear ERICA LOBB,

Teaching Certification: PROVISIONAL

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	04	
Years Teaching in District	02.8	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	32800.00
FICA	2509.2000
RETIREMENT	118.0800
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	741.88
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	43949.6000

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear LYNN LUKARIC,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	20	
Years Teaching in District	18	
Degree	M	
Current Grad Hrs To Date	37	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		2035.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		46455.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	46455.00
FICA	3553.8075
RETIREMENT	167.2380
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	59416.0455

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Lynn Magiera,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	06	
Service Yr Toward Long Service	07	
Years Teaching in District	06	
Degree	M	
Current Grad Hrs To Date	37	
2000-01 True Base Salary		31147.00
2001-2002 BASE INCREASE AMT		2123.00
2001-02 True Base Salary		33270.00
2001-02 Base Contract Salary		33270.00
Current Grad Hrs X \$55.00		2035.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		35855.00
10TH GRADE ADV 4TH YR		904.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	36759.00
FICA	2812.0635
RETIREMENT	132.3324
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	1001.38
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	48485.2159

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear F. NICOLE MARSH,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	04	
Service Yr Toward Long Service	04	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	50	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		31270.00
2001-02 True Base Salary		31270.00
2001-02 Base Contract Salary		31270.00
Current Grad Hrs X \$55.00		2750.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34570.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34570.00
FICA	2644.6050
RETIREMENT	124.4520
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	37403.0570

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JASON MARSH,

Teaching Certification: MEMBER EMPLOYEES RETIEMENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02 06

Service Yr Toward Long Service

Years Teaching in District

Degree

Current Grad Hrs To Date

2000-01 True Base Salary

2001-2002 BASE INCREASE AMT

33270.00

2001-02 True Base Salary

33270.00

2001-02 Base Contract Salary

33270.00

Current Grad Hrs X \$55.00

Masters Degree at \$550.00

Long Service Amt (Yrs 17,22,26)

Total 2001-02 Contract Salary

33270.00

JV FOOTBALL COACH 1ST YR

2035.00

TOTAL SALARY INCLUDING BASE

PLUS ANY EXTRA SALARY AMOUNTS

35305.00

FICA

2700.8325

RETIREMENT

127.0980

HOSPITALIZATION

7780.44

FLEX PLAN-Dist. Contribution

64.00

FLEX PLAN-Employee Contrib from Salary

GRAND TOTAL SALARY AND FRINGE

45977.3705

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear ANN MARSHALL,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	09	
Service Yr Toward Long Service	10	
Years Teaching in District	09	
Degree	M	
Current Grad Hrs To Date	52	
2000-01 True Base Salary		34507.00
2001-2002 BASE INCREASE AMT		2013.00
2001-02 True Base Salary		36520.00
2001-02 Base Contract Salary		36520.00
Current Grad Hrs X \$55.00		2860.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		39930.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		39930.00
FICA		3016.3950
RETIREMENT		143.7480
HOSPITALIZATION		4200.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		500.00
GRAND TOTAL SALARY AND FRINGE		47354.1430

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear June Mattucci,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	07	
Service Yr Toward Long Service	08	
Years Teaching in District	05	
Degree	M	
Current Grad Hrs To Date	41	
2000-01 True Base Salary		32267.00
2001-2002 BASE INCREASE AMT		2003.00
2001-02 True Base Salary		34270.00
2001-02 Base Contract Salary		34270.00
Current Grad Hrs X \$55.00		2255.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		37075.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	37075.00
FICA	2836.2375
RETIREMENT	133.4700
HOSPITALIZATION	4200.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	44308.7075

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Karen McFarland,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	21	
Years Teaching in District	19.5	
Degree	B	
Current Grad Hrs To Date	31	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		1705.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		46325.00
Asst Gr Volleyball Coach 19th yr		
		3110.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	49435.00	
FICA	3743.5275	
RETIREMENT	177.9660	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		500.00
GRAND TOTAL SALARY AND FRINGE	62660.4935	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Nancy Middaugh,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	15	
Years Teaching in District	14	
Degree	M	
Current Grad Hrs To Date	39	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		2145.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		41465.00
BUSINESS DEPT CHAIRPERSON 5TH YR		
		1103.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	42568.00
FICA	3256.4520
RETIREMENT	153.2448
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	55217.6968

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear LINDA MILLER,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	23	
Service Yr Toward Long Service	30	
Years Teaching in District	29	
Degree	M	
Current Grad Hrs To Date	56	
2000-01 True Base Salary		50102.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		52195.00
2001-02 Base Contract Salary		52195.00
Current Grad Hrs X \$55.00		3080.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		57925.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	57925.00
FICA	4431.2625
RETIREMENT	208.5300
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	71868.7925

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Cynthia Mohr,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	18	
Service Yr Toward Long Service	24	
Years Teaching in District	22.5	
Degree	M	
Current Grad Hrs To Date	49	
2000-01 True Base Salary		44587.00
2001-2002 BASE INCREASE AMT		2058.00
2001-02 True Base Salary		46645.00
2001-02 Base Contract Salary		46645.00
Current Grad Hrs X \$55.00		2695.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		51240.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	51240.00
FICA	3919.8600
RETIREMENT	184.4640
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	741.88
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	63866.6440

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Lisa Monacelli,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	17	
Service Yr Toward Long Service	22	
Years Teaching in District	12	
Degree	M	
Current Grad Hrs To Date	32	
2000-01 True Base Salary		43467.00
2001-2002 BASE INCREASE AMT		2053.00
2001-02 True Base Salary		45520.00
2001-02 Base Contract Salary		45520.00
Current Grad Hrs X \$55.00		1760.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		49180.00
Gr. Var. Volleyball 11TH YR		3392.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	52572.00	
FICA	3988.4040	
RETIREMENT	189.2592	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		436.00
GRAND TOTAL SALARY AND FRINGE	66053.6632	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear SHANNON MOORE,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02

Service Yr Toward Long Service 01

Years Teaching in District

Degree B

Current Grad Hrs To Date

2000-01 True Base Salary

2001-2002 BASE INCREASE AMT 28270.00

2001-02 True Base Salary 28270.00

2001-02 Base Contract Salary 28270.00

Current Grad Hrs X \$55.00

Masters Degree at \$550.00

Long Service Amt (Yrs 17,22,26)

Total 2001-02 Contract Salary 28270.00

TOTAL SALARY INCLUDING BASE

PLUS ANY EXTRA SALARY AMOUNTS 28270.00

FICA 2162.6550

RETIREMENT 101.7720

HOSPITALIZATION

FLEX PLAN-Dist. Contribution

FLEX PLAN-Employee Contrib from Salary

GRAND TOTAL SALARY AND FRINGE 30534.4270

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear RICHARD MORTON,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	21	
Years Teaching in District	20	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		47150.00
VAR FOOTBALL COACH 20TH YR		4382.00
VARS. WRESTLING COACH 20th Yr.		4382.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	55914.00
FICA	4277.4210
RETIREMENT	201.2904
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	69696.7114

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear LORI MOYER,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	48	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		29270.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		2640.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32460.00
ASST VAR SWIM COACH 1ST YR		1753.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34213.00
FICA	2617.2945
RETIREMENT	123.1668
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	36953.4613

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear GERALD MUSIAL,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	05	
Service Yr Toward Long Service	05	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	32	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		32270.00
2001-02 True Base Salary		32270.00
2001-02 Base Contract Salary		32270.00
Current Grad Hrs X \$55.00		1760.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34580.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34580.00
FICA	2645.3700
RETIREMENT	124.4880
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	37349.8580

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear J. GREY NANNEN,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	15	
Years Teaching in District	13.5	
Degree	M	
Current Grad Hrs To Date	55	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		3025.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		42345.00
VARSITY BASEBALL COACH 11TH YR		
		3675.00
DEPT HEAD SOCIAL STUDIES 1ST YR		
		820.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	46840.00
FICA	3583.2600
RETIREMENT	168.6240
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	58436.3240

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear DENISE NEWARK,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	12	
Service Yr Toward Long Service	17	
Years Teaching in District	15.3	
Degree	M	
Current Grad Hrs To Date	48	
2000-01 True Base Salary		37867.00
2001-2002 BASE INCREASE AMT		2028.00
2001-02 True Base Salary		39895.00
2001-02 Base Contract Salary		39895.00
Current Grad Hrs X \$55.00		2640.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		43685.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	43685.00
FICA	3341.9025
RETIREMENT	157.2660
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	56488.1685

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear ROBERT NUGENT,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	25	
Service Yr Toward Long Service	32	
Years Teaching in District	31	
Degree	B	
Current Grad Hrs To Date	31	
2000-01 True Base Salary		52172.00
2001-2002 BASE INCREASE AMT		2123.00
2001-02 True Base Salary		54295.00
2001-02 Base Contract Salary		54295.00
Current Grad Hrs X \$55.00		1705.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		58100.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		58100.00
FICA		4406.4000
RETIREMENT		209.1600
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		500.00
GRAND TOTAL SALARY AND FRINGE		72019.5600

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear SHERYL NUSSBAUM,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	12	
Service Yr Toward Long Service	16	
Years Teaching in District	15	
Degree	M	
Current Grad Hrs To Date	50	
2000-01 True Base Salary		37867.00
2001-2002 BASE INCREASE AMT		2028.00
2001-02 True Base Salary		39895.00
2001-02 Base Contract Salary		39895.00
Current Grad Hrs X \$55.00		2750.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		43795.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		43795.00
FICA		3336.0885
RETIREMENT		157.6620
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		186.00
GRAND TOTAL SALARY AND FRINGE		56592.7505

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JILL O BRIEN,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	04	
Service Yr Toward Long Service	04	
Years Teaching in District		
Degree	B	
Current Grad Hrs To Date	18	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		31270.00
2001-02 True Base Salary		31270.00
2001-02 Base Contract Salary		31270.00
Current Grad Hrs X \$55.00		990.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32260.00
HEALTH INS BUYOUT 10/12		664.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	32924.00
FICA	2518.6860
RETIREMENT	118.5264
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	35625.2124

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Kathleen OMara,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	22	
Service Yr Toward Long Service	29	
Years Teaching in District	22	
Degree	B	
Current Grad Hrs To Date	32	
2000-01 True Base Salary		49067.00
2001-2002 BASE INCREASE AMT		2078.00
2001-02 True Base Salary		51145.00
2001-02 Base Contract Salary		51145.00
Current Grad Hrs X \$55.00		1760.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		55005.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	55005.00	
FICA	4047.2325	
RETIREMENT	198.0180	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		2100.00
GRAND TOTAL SALARY AND FRINGE	68554.2505	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear CHARLES OYLER,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	21	
Years Teaching in District	16	
Degree	M	
Current Grad Hrs To Date	42	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		2310.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		47480.00
SWING FOOTBALL COACH TOP LEVEL		
		3110.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	50590.00
FICA	3870.1350
RETIREMENT	182.1240
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	63946.2590

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MARY KAY OYLER,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	06	
Service Yr Toward Long Service	06	
Years Teaching in District	01	
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		31147.00
2001-2002 BASE INCREASE AMT		2123.00
2001-02 True Base Salary		33270.00
2001-02 Base Contract Salary		33270.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		35470.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	35470.00
FICA	2713.4550
RETIREMENT	152.5210
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	38399.9760

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear STACY PACHLA,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	B	
Current Grad Hrs To Date	09	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		495.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		28765.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	28765.00
FICA	2200.5225
RETIREMENT	103.5540
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	31069.0765

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear STEPHANIE PACKARD,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	10	
Service Yr Toward Long Service	11	
Years Teaching in District	03	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		35627.00
2001-2002 BASE INCREASE AMT		2018.00
2001-02 True Base Salary		37645.00
2001-02 Base Contract Salary		37645.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		40175.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		40175.00
FICA		3024.7335
RETIREMENT		144.6300
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		636.00
GRAND TOTAL SALARY AND FRINGE		52648.3635

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear STACY PATTERSON,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	05	
Service Yr Toward Long Service	05	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		32270.00
2001-02 True Base Salary		32270.00
2001-02 Base Contract Salary		32270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34800.00
FICA	2662.2000
RETIREMENT	125.2800
HOSPITALIZATION	2174.52
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	39826.0000

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Judy Peters,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	14	
Years Teaching in District	06	
Degree	B	
Current Grad Hrs To Date	33	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		1815.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		40585.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		40585.00
FICA		3063.7485
RETIREMENT		146.1060
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		536.00
GRAND TOTAL SALARY AND FRINGE		53098.8545

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MARY PLONKA,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	14	
Service Yr Toward Long Service	19	
Years Teaching in District	16.5	
Degree	B	
Current Grad Hrs To Date	48	
2000-01 True Base Salary		40107.00
2001-2002 BASE INCREASE AMT		2038.00
2001-02 True Base Salary		42145.00
2001-02 Base Contract Salary		42145.00
Current Grad Hrs X \$55.00		2640.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		45385.00
SABB LOA \$ 1/4 2000-01 SALARY		
		10339.25

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	55724.25
FICA	4262.9051
RETIREMENT	200.6073
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	6400
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	74368.2024

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear ALEXIS PRUITT,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	B	
Current Grad Hrs To Date	15	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		825.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		29095.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	29095.00
FICA	2225.7675
RETIREMENT	104.7420
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	31425.5095

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear ANGEL QUIGLEY,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	B	
Current Grad Hrs To Date	27	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		1485.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		29755.00
INS BUYOUT		800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	30555.00
FICA	2337.4575
RETIREMENT	109.9980
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	33002.4555

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MICHELLE RAAB,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	04	
Service Yr Toward Long Service	04	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	41	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		31270.00
2001-02 True Base Salary		31270.00
2001-02 Base Contract Salary		31270.00
Current Grad Hrs X \$55.00		2255.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34075.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34075.00
FICA	2606.7375
RETIREMENT	122.6700
HOSPITALIZATION	2174.52
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	39042.9275

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MARK REID,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District	01*	
Degree	M	
Current Grad Hrs To Date	54	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		29270.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		2970.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32790.00
VAR GIRLS SOCCER COACH 8+ YRS		
		3675.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	36465.00
FICA	2789.5725
RETIREMENT	131.2740
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	48689.8465

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear KELLY REYNOLDS,

Teaching Certification: PROVISIONAL EXPIRES 2004

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	03	
Years Teaching in District	01.5	
Degree	B	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.000
2001-02 True Base Salary		30270.000
2001-02 Base Contract Salary		30270.000
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31920.000
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		31920.000
FICA		2432.7000
RETIREMENT		114.9120
HOSPITALIZATION		5849.52
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		120.00
GRAND TOTAL SALARY AND FRINGE		40381.1320

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear KATRINA ROGERS,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	06	
Service Yr Toward Long Service	06	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	45	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		33270.00
2001-02 True Base Salary		33270.00
2001-02 Base Contract Salary		33270.00
Current Grad Hrs X \$55.00		2475.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		36295.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	36295.00
FICA	2776.5675
RETIREMENT	130.6620
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	39202.2295

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JAMES ROLICK,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	13	
Service Yr Toward Long Service	18	
Years Teaching in District	12.5	
Degree	M	
Current Grad Hrs To Date	31	
2000-01 True Base Salary		38987.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		41020.00
2001-02 Base Contract Salary		41020.00
Current Grad Hrs X \$55.00		1705.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		43875.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	43875.00
FICA	3356.4375
RETIREMENT	157.9500
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	56693.3875

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear REBECCA ROSSMAN,

Teaching Certification: PROVISIONAL EXPIRES 9/2005

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	03	
Years Teaching in District	01.5	
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32470.00
DRAMA CLUB CHOREOGRAPHER 2ND YR		
		707.00
9TH GRADE ADVISOR 2ND YR		904.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		34081.00
FICA		2591.1315
RETIREMENT		122.6916
HOSPITALIZATION		2732.88
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		210.00
GRAND TOTAL SALARY AND FRINGE		39591.7031

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JENNIFER RUMSEY,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb. 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	06	
Service Yr Toward Long Service	06	
Years Teaching in District		
Degree	B	
Current Grad Hrs To Date	27	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		33270.00
2001-02 True Base Salary		33270.00
2001-02 Base Contract Salary		33270.00
Current Grad Hrs X \$55.00		1485.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34755.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34755.00
FICA	2658.7575
RETIREMENT	125.1180
HOSPITALIZATION	5849.52
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	43452.3955

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Barbara Sande,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	21	
Service Yr Toward Long Service	27	
Years Teaching in District	25.5	
Degree	M	
Current Grad Hrs To Date	44	
2000-01 True Base Salary		47947.00
2001-2002 BASE INCREASE AMT		2073.00
2001-02 True Base Salary		50020.00
2001-02 Base Contract Salary		50020.00
Current Grad Hrs X \$55.00		2420.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		55090.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		55090.00
FICA		4192.5060
RETIREMENT		198.3240
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		286.00
GRAND TOTAL SALARY AND FRINGE		68784.8300

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Lisa Sawyer-Gunning,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	10	
Service Yr Toward Long Service	11	
Years Teaching in District	10	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		35627.00
2001-2002 BASE INCREASE AMT		2018.00
2001-02 True Base Salary		37645.00
2001-02 Base Contract Salary		37645.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		40175.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	40175.00
FICA	3073.3875
RETIREMENT	144.6300
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	52697.0175

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Phyllis Schank,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	21	
Years Teaching in District	18	
Degree	M	
Current Grad Hrs To Date	34	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		1870.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		47040.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	47040.00	
FICA	3560.3100	
RETIREMENT	169.3440	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		500.00
GRAND TOTAL SALARY AND FRINGE	60073.6540	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear HOLLY SCORDO,

Teaching Certification: PROVISIONAL EXPIRES 9/2005

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	03	
Years Teaching in District	01.6	
Degree	B	
Current Grad Hrs To Date	18	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		990.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31260.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31260.00
FICA	2391.3900
RETIREMENT	134.4180
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	33849.8080

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear PATRICIA SEITZ-MONROE,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	04	
Service Yr Toward Long Service	05	
Years Teaching in District	03.50	
Degree	M	
Current Grad Hrs To Date	41	
2000-01 True Base Salary		29207.00
2001-2002 BASE INCREASE AMT		2063.00
2001-02 True Base Salary		31270.00
2001-02 Base Contract Salary		31270.00
Current Grad Hrs X \$55.00		2255.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34075.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34075.00
FICA	2606.7375
RETIREMENT	122.6700
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	1001.38
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	45586.2275

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Kathleen Shaffer,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	15	
Years Teaching in District	11	
Degree	M	
Current Grad Hrs To Date	43	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		2365.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		41685.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	41685.00	
FICA	2952.7470	
RETIREMENT	150.0660	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		3087.00
GRAND TOTAL SALARY AND FRINGE	54091.8130	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MEL SHONGO,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	40	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		2200.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31020.00
ASST VAR SWIM TEAM 2ND YR		1838.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	32858.00
FICA	2513.6370
RETIREMENT	118.2888
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	35489.9258

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Barbara Shurilla,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	09	
Service Yr Toward Long Service	10	
Years Teaching in District	07	
Degree	M	
Current Grad Hrs To Date	44	
2000-01 True Base Salary		34507.00
2001-2002 BASE INCREASE AMT		2013.00
2001-02 True Base Salary		36520.00
2001-02 Base Contract Salary		36520.00
Current Grad Hrs X \$55.00		2420.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		39490.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	39490.00	
FICA	2845.3410	
RETIREMENT	142.1640	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		2296.00
GRAND TOTAL SALARY AND FRINGE	51781.5050	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Christopher Siebert,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	09	
Service Yr Toward Long Service	10	
Years Teaching in District	08.6	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		34507.00
2001-2002 BASE INCREASE AMT		2013.00
2001-02 True Base Salary		36520.00
2001-02 Base Contract Salary		36520.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		39050.00
H.S. Student Council Adv 1st yr		
		622.00
Chess Club Adv 1st yr		170.00
12TH GR CO-ADV 4TH YR/WILDER		848.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	40690.00
FICA	3112.7850
RETIREMENT	146.4840
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	53253.2690

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Heather Siebert,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	07	
Service Yr Toward Long Service	08	
Years Teaching in District	07	
Degree	M	
Current Grad Hrs To Date	42	
2000-01 True Base Salary		32267.00
2001-2002 BASE INCREASE AMT		2003.00
2001-02 True Base Salary		34270.00
2001-02 Base Contract Salary		34270.00
Current Grad Hrs X \$55.00		2310.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		37130.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		37130.00
FICA		2832.7950
RETIREMENT		159.6590
HOSPITALIZATION		
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		100.00
GRAND TOTAL SALARY AND FRINGE		40186.4540

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Sharon Simsick,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	14	
Years Teaching in District	08.7	
Degree	M	
Current Grad Hrs To Date	74	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		4070.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		43390.00
HEALTH INS BUYOUT		800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	44190.00
FICA	3380.5350
RETIREMENT	159.0840
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	628.48
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	48358.0990

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Ellen Sirianni,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	12	
Service Yr Toward Long Service	17	
Years Teaching in District	16	
Degree	M	
Current Grad Hrs To Date	49	
2000-01 True Base Salary		37867.00
2001-2002 BASE INCREASE AMT		2028.00
2001-02 True Base Salary		39895.00
2001-02 Base Contract Salary		39895.00
Current Grad Hrs X \$55.00		2695.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		43740.00
KINDGN LEVEL TEAM LEADER 2ND YR		400.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	44140.00
FICA	3376.7100
RETIREMENT	158.9040
HOSPITALIZATION	4200.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	51939.6140

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Cynthia Skoken,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	14	
Service Yr Toward Long Service	19	
Years Teaching in District	18	
Degree	M	
Current Grad Hrs To Date	38	
2000-01 True Base Salary		40107.00
2001-2002 BASE INCREASE AMT		2038.00
2001-02 True Base Salary		42145.00
2001-02 Base Contract Salary		42145.00
Current Grad Hrs X \$55.00		2090.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		45385.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	45385.00
FICA	3471.9525
RETIREMENT	163.3860
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	728.86
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	57529.6385

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Joel Skudlarek,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	17	
Service Yr Toward Long Service	23	
Years Teaching in District	22	
Degree	M	
Current Grad Hrs To Date	34	
2000-01 True Base Salary		43467.00
2001-2002 BASE INCREASE AMT		2053.00
2001-02 True Base Salary		45520.00
2001-02 Base Contract Salary		45520.00
Current Grad Hrs X \$55.00		1870.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		49290.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	49290.00	
FICA	3744.9810	
RETIREMENT	177.4440	
HOSPITALIZATION	4200.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		336.00
GRAND TOTAL SALARY AND FRINGE	57476.4250	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Melody Slater,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	18	
Service Yr Toward Long Service	24	
Years Teaching in District	23	
Degree	M	
Current Grad Hrs To Date	45	
2000-01 True Base Salary		44587.00
2001-2002 BASE INCREASE AMT		2058.00
2001-02 True Base Salary		46645.00
2001-02 Base Contract Salary		46645.00
Current Grad Hrs X \$55.00		2475.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		51020.00
HEALTH INS. BUYOUT		800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	51820.00
FICA	3964.2300
RETIREMENT	186.5520
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	56034.7820

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Margaret Smith,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	19	
Service Yr Toward Long Service	25	
Years Teaching in District	10	
Degree	M	
Current Grad Hrs To Date	67	
2000-01 True Base Salary		45707.00
2001-2002 BASE INCREASE AMT		2063.00
2001-02 True Base Salary		47770.00
2001-02 Base Contract Salary		47770.00
Current Grad Hrs X \$55.00		3685.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		54105.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	54105.00	
FICA	4098.8700	
RETIREMENT	194.7780	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		525.00
GRAND TOTAL SALARY AND FRINGE	67702.6480	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JENNIFER L SMITH,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	B	
Current Grad Hrs To Date		
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		28270.00
ASST O.M. ADV 1ST YR		1046.00
CO-ADV A.V. CLUB WITH P MAGER		410.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	29726.00
FICA	2274.0390
RETIREMENT	107.0136
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	32107.0526

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Jill Smith,

Teaching Certification: PROVISIONAL

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	05	
Service Yr Toward Long Service	06	
Years Teaching in District	05	
Degree	B	
Current Grad Hrs To Date	37	
2000-01 True Base Salary		30177.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		32270.00
2001-02 Base Contract Salary		32270.00
Current Grad Hrs X \$55.00		2035.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34305.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	34305.00	
FICA	2609.0325	
RETIREMENT	123.4980	
HOSPITALIZATION	4200.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		200.00
GRAND TOTAL SALARY AND FRINGE	41301.5305	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear TRACY SMITH,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	05	
Service Yr Toward Long Service	06	
Years Teaching in District	04.5	
Degree	M	
Current Grad Hrs To Date	39	
2000-01 True Base Salary		30177.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		32270.00
2001-02 Base Contract Salary		32270.00
Current Grad Hrs X \$55.00		2145.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34965.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34965.00
FICA	2674.8225
RETIREMENT	125.8740
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	1001.38
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	46547.5165

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear CHRISTYN SPOTH,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	79	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		29270.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		4345.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		34165.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	34165.00
FICA	2613.6225
RETIREMENT	122.9940
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	36965.6165

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear DEANA STANARD,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	10	
Service Yr Toward Long Service	10	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		37645.00
2001-02 True Base Salary		37645.00
2001-02 Base Contract Salary		37645.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		39845.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	39845.00
FICA	3048.1425
RETIREMENT	143.4420
HOSPITALIZATION	5849.52
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	48950.1045

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear KATHLEEN TAYLOR,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	04
Service Yr Toward Long Service	04
Years Teaching in District	
Degree	M
Current Grad Hrs To Date	39
2000-01 True Base Salary	
2001-2002 BASE INCREASE AMT	31270.00
2001-02 True Base Salary	31270.00
2001-02 Base Contract Salary	31270.00
Current Grad Hrs X \$55.00	2145.00
Masters Degree at \$550.00	550.00
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	33965.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	33965.00
FICA	2598.3225
RETIREMENT	122.2740
HOSPITALIZATION	7780.44
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	44530.0365

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Gail Thompson,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	21	
Years Teaching in District	18.5	
Degree	M	
Current Grad Hrs To Date	77	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		4235.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		48655.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	48655.00
FICA	3722.1075
RETIREMENT	175.1580
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	61792.2655

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Linda Thompson,

Teaching Certification: Pemanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	26	
Service Yr Toward Long Service	33	
Years Teaching in District	32	
Degree	M	
Current Grad Hrs To Date	53	
2000-01 True Base Salary		53207.00
2001-2002 BASE INCREASE AMT		2300.00
2001-02 True Base Salary		55507.00
2001-02 Base Contract Salary		55507.00
Current Grad Hrs X \$55.00		2915.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		61072.00
6TH GR TEAM LEADER 2ND YR		400.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	61472.00
FICA	4692.2040
RETIREMENT	221.2992
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	136.00
GRAND TOTAL SALARY AND FRINGE	75689.5032

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Ralph Tomblin,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	13	
Service Yr Toward Long Service	19	
Years Teaching in District	17	
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		38987.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		41020.00
2001-02 Base Contract Salary		41020.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		43820.00
JV Basketball Coach 18th yr		3392.00
ASST VAR FOOTBALL COACH 8TH YR		3392.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	50604.00	
FICA	3848.2560	
RETIREMENT	182.1744	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		300.00
GRAND TOTAL SALARY AND FRINGE	63938.4304	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear CARRIE TROUT,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	30	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		29270.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		1650.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31470.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31470.00
FICA	2407.4550
RETIREMENT	113.2920
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	33990.7470

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear LORI TUPPER,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	60	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		3300.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32120.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	32120.00
FICA	2457.1800
RETIREMENT	115.6320
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	34692.8120

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Diane Ukolowicz,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	25+	
Service Yr Toward Long Service	37	
Years Teaching in District	32	
Degree	M	
Current Grad Hrs To Date	61	
2000-01 True Base Salary		56590.00
2001-2002 BASE INCREASE AMT		2300.00
2001-02 True Base Salary		58890.00
2001-02 Base Contract Salary		58890.00
Current Grad Hrs X \$55.00		3355.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		64895.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	64895.00
FICA	4964.4675
RETIREMENT	233.6220
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	79397.0895

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear LORI VALENT,

Teaching Certification: PROVISIONAL

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03	
Service Yr Toward Long Service	04	
Years Teaching in District	03	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		28237.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		30270.00
2001-02 Base Contract Salary		30270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		32800.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		32800.00
FICA		2493.9000
RETIREMENT		118.0800
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		200.00
GRAND TOTAL SALARY AND FRINGE		44715.9800

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear PHILIP VECCHIO,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	03
Service Yr Toward Long Service	03
Years Teaching in District	
Degree	B
Current Grad Hrs To Date	
2000-01 True Base Salary	
2001-2002 BASE INCREASE AMT	30270.00
2001-02 True Base Salary	30270.00
2001-02 Base Contract Salary	30270.00
Current Grad Hrs X \$55.00	
Masters Degree at \$550.00	
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	30270.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	30270.00
FICA	2315.6550
RETIREMENT	108.9720
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	32694.6270

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JENNIFER WARD,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District	00.6	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		28270.00
2001-2002 BASE INCREASE AMT		1000.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31800.00
ALREADY ADVANCED		

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31800.00
FICA	2432.7000
RETIREMENT	114.4800
HOSPITALIZATION	2494.44
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	36905.6200

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear PETER WEISHAN,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	21	
Service Yr Toward Long Service	27	
Years Teaching in District	26	
Degree	B	
Current Grad Hrs To Date	32	
2000-01 True Base Salary		47947.00
2001-2002 BASE INCREASE AMT		2073.00
2001-02 True Base Salary		50020.00
2001-02 Base Contract Salary		50020.00
Current Grad Hrs X \$55.00		1760.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		53880.00
Department Head 17th yr		1664.00
ASST TO ATHLETIC DIRECTOR		4800.00
Adult Ed Pool 17th yr		875.00
Varsity Basketball Coach 27th yr		4382.00
Ticket Sales Supervisor		278.00
B(1838)G(1838) 3RD YR TENNIS		3676.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		69555.00
FICA		5320.9575
RETIREMENT		250.3980
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		
GRAND TOTAL SALARY AND FRINGE		84430.3555

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear MARIE WELCH,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	01	
Service Yr Toward Long Service	01	
Years Teaching in District		
Degree	B	
Current Grad Hrs To Date	06	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		28270.00
2001-02 True Base Salary		28270.00
2001-02 Base Contract Salary		28270.00
Current Grad Hrs X \$55.00		330.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		28600.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	28600.00
FICA	2187.9000
RETIREMENT	102.9600
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	30890.8600

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear LOIS WERNER-GALLEGOS,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	02	
Service Yr Toward Long Service	02	
Years Teaching in District		
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		
2001-2002 BASE INCREASE AMT		29270.00
2001-02 True Base Salary		29270.00
2001-02 Base Contract Salary		29270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		31800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	31800.00
FICA	2432.7000
RETIREMENT	114.4800
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	34347.1800

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Cherie Whitcher,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	21	
Service Yr Toward Long Service	27	
Years Teaching in District	11,*2	
Degree	B	
Current Grad Hrs To Date	47	
2000-01 True Base Salary		47947.00
2001-2002 BASE INCREASE AMT		2073.00
2001-02 True Base Salary		50020.00
2001-02 Base Contract Salary		50020.00
Current Grad Hrs X \$55.00		2585.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		54705.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		54705.00
FICA		4146.6825
RETIREMENT		196.9380
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		500.00
GRAND TOTAL SALARY AND FRINGE		68352.6205

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear COLLEEN WIEDMAN,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

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MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	13	
Service Yr Toward Long Service	18	
Years Teaching in District	17	
Degree	M	
Current Grad Hrs To Date	37	
2000-01 True Base Salary		38987.00
2001-2002 BASE INCREASE AMT		2033.00
2001-02 True Base Salary		41020.00
2001-02 Base Contract Salary		41020.00
Current Grad Hrs X \$55.00		2035.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		44205.00
Girls Var. Basketb Coach 17th yr		
		4382.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	48587.00	
FICA	3700.8405	
RETIREMENT	174.9132	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		210.00
GRAND TOTAL SALARY AND FRINGE	61766.7537	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Jonathan Wilder,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

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MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	20	
Years Teaching in District	19	
Degree	M	
Current Grad Hrs To Date	55	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		3025.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		47445.00
MUSIC DEPT HEAD 5TH YR		1103.00
STAGE BAND 3RD YEAR		735.00
12TH GRADE CO-ADV 1ST YR/SIEBERT		792.00
DRAMA ADVISOR 11TH YR		1343.00
AUDIOVISUAL HS AUD 1ST YR		1046.00
SUMMER 2002 MUSIC		3219.00
TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS		55683.00
FICA		4259.7495
RETIREMENT		200.4588
HOSPITALIZATION		9240.00
FLEX PLAN-Dist. Contribution		64.00
FLEX PLAN-Employee Contrib from Salary		
GRAND TOTAL SALARY AND FRINGE		69447.2083

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear DAVID WILLIAMS,

Teaching Certification:

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	14
Service Yr Toward Long Service	14
Years Teaching in District	
Degree	M
Current Grad Hrs To Date	31
2000-01 True Base Salary	
2001-2002 BASE INCREASE AMT	42145.00
2001-02 True Base Salary	42145.00
2001-02 Base Contract Salary	42145.00
Current Grad Hrs X \$55.00	1705.00
Masters Degree at \$550.00	550.00
Long Service Amt (Yrs 17,22,26)	
Total 2001-02 Contract Salary	44400.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	44400.00
FICA	3396.6000
RETIREMENT	159.8400
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	47956.4400

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear JAMIE WILLIAMS,

Teaching Certification: PERMANENT

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

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MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	04	
Service Yr Toward Long Service	05	
Years Teaching in District	02	
Degree	M	
Current Grad Hrs To Date	36	
2000-01 True Base Salary		29207.00
2001-2002 BASE INCREASE AMT		2063.00
2001-02 True Base Salary		31270.00
2001-02 Base Contract Salary		31270.00
Current Grad Hrs X \$55.00		1980.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		33800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	33800.00
FICA	2585.7000
RETIREMENT	121.6800
HOSPITALIZATION	1500.00
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	38007.3800

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Brenda Windus,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	20	
Years Teaching in District	19	
Degree	M	
Current Grad Hrs To Date	39	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		2145.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		46565.00
OM ADVISOR 2ND YR		1668.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	48233.00
FICA	3689.8245
RETIREMENT	173.6388
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	61400.4633

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Ann E. Wojtowicz,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	15	
Service Yr Toward Long Service	21	
Years Teaching in District	12	
Degree	M	
Current Grad Hrs To Date	40	
2000-01 True Base Salary		41227.00
2001-2002 BASE INCREASE AMT		2043.00
2001-02 True Base Salary		43270.00
2001-02 Base Contract Salary		43270.00
Current Grad Hrs X \$55.00		2200.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		1350.00
Total 2001-02 Contract Salary		47370.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	47370.00
FICA	3623.8050
RETIREMENT	170.5320
HOSPITALIZATION	9240.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	60468.3370

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____

DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Pamela Wolfram,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	20	
Service Yr Toward Long Service	26	
Years Teaching in District	25	
Degree	M	
Current Grad Hrs To Date	79	
2000-01 True Base Salary		46827.00
2001-2002 BASE INCREASE AMT		2068.00
2001-02 True Base Salary		48895.00
2001-02 Base Contract Salary		48895.00
Current Grad Hrs X \$55.00		4345.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		55890.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	55890.00
FICA	4275.5850
RETIREMENT	201.2040
HOSPITALIZATION	4200.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	64630.7890

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Ronda Yehl,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	14	
Service Yr Toward Long Service	19	
Years Teaching in District	14.5	
Degree	B	
Current Grad Hrs To Date	47	
2000-01 True Base Salary		40107.00
2001-2002 BASE INCREASE AMT		2038.00
2001-02 True Base Salary		42145.00
2001-02 Base Contract Salary		42145.00
Current Grad Hrs X \$55.00		2585.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		600.00
Total 2001-02 Contract Salary		45330.00
Health Ins. Buyout		800.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS.	46130.00
FICA	3528.9450
RETIREMENT	198.3590
HOSPITALIZATION	
FLEX PLAN-Dist. Contribution	
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	49857.3040

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Walter Zeznick Jr,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

The Board of Education sincerely appreciates your efforts on behalf of our students and wishes you continued success in your career with us.

MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	11	
Service Yr Toward Long Service	15	
Years Teaching in District	13.8	
Degree	M	
Current Grad Hrs To Date	49	
2000-01 True Base Salary		36747.00
2001-2002 BASE INCREASE AMT		2023.00
2001-02 True Base Salary		38770.00
2001-02 Base Contract Salary		38770.00
Current Grad Hrs X \$55.00		2695.00
Masters Degree at \$550.00		550.00
Long Service Amt (Yrs 17,22,26)		
Total 2001-02 Contract Salary		42015.00
DECA ADV 1ST YR		622.00

TOTAL SALARY INCLUDING BASE		
PLUS ANY EXTRA SALARY AMOUNTS	42637.00	
FICA	3228.3765	
RETIREMENT	153.4932	
HOSPITALIZATION	9240.00	
FLEX PLAN-Dist. Contribution	64.00	
FLEX PLAN-Employee Contrib from Salary		436.00
GRAND TOTAL SALARY AND FRINGE	55322.8697	

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____

SALAMANCA CITY CENTRAL SCHOOL DISTRICT SEPTEMBER 1, 2001
TEACHING SALARY NOTICE 2001-2002 (CONTRACT UNSETTLED-FOR 2002-03)

Dear Elizabeth Zochowski,

Teaching Certification: Permanent

According to our 2001-02 agreement, teachers will receive compensation for graduate hours at the rate of \$55.00 for approved hours, to a maximum of 90. Future credits require a prior approval form be done during the immediately preceding year followed by a transcript once the course is completed. Transcripts must be submitted to the Supt. Office for grad hour payment by Sept 15 annually for full amount, and by Feb 15 annually for 50% reimbursement.

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MARK J WARD, SUPERINTENDENT OF SCHOOLS

(Placement below includes information received through 8/10/01)

SALARY SCHEDULE STEP FOR 01-02	23	
Service Yr Toward Long Service	30	
Years Teaching in District	29	
Degree	B	
Current Grad Hrs To Date	53	
2000-01 True Base Salary		50102.00
2001-2002 BASE INCREASE AMT		2093.00
2001-02 True Base Salary		52195.00
2001-02 Base Contract Salary		52195.00
Current Grad Hrs X \$55.00		2915.00
Masters Degree at \$550.00		
Long Service Amt (Yrs 17,22,26)		2100.00
Total 2001-02 Contract Salary		57210.00

TOTAL SALARY INCLUDING BASE	
PLUS ANY EXTRA SALARY AMOUNTS	57210.00
FICA	4376.5650
RETIREMENT	205.9560
HOSPITALIZATION	4200.00
FLEX PLAN-Dist. Contribution	64.00
FLEX PLAN-Employee Contrib from Salary	
GRAND TOTAL SALARY AND FRINGE	66056.5210

Please indicate your acceptance of this salary notice by signing and returning one copy to the Payroll Dept immediately.

SIGNATURE_____ DATE_____